



Equal Opportunities Policy

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

BIADS have taken this legislation as a template for their Equal Opportunities Policy.

BIADS recognises:

- that the UK is a society which is diverse in race, culture, beliefs and lifestyles
- that there are many groups of people who are discriminated against in this society
- that in many cases, legislation has been lacking; and that where such legislation does exist, it has not ended this discrimination

BIADS believes:

- no person should experience discrimination, oppression or lack of opportunity based on gender, race, colour, nationality, ethnic origins, religious or philosophical belief, impairment, HIV status, age, marital status, parental status, sexual orientation, political belief or trades union membership, class, responsibility for dependants, appearance, ex-offender status, lack of formal qualifications, or any similar grounds
- that all persons should have equal rights to recognition of human dignity, to education, to work, to receive services and to participate in society
- that the concept of BIADS is in itself a means of combating discrimination and disadvantage, and contributing to enhanced quality of life for our service users

- that every group and community has a right to a fair share of BIADS' services, and to have these services delivered in ways which are sensitive and appropriate to their needs; however, BIADS is committed to prioritising its services, targeting its resources, and being responsive to communities in greatest need

BIADS affirms:

- that we recognise our responsibility to work towards the elimination of all discrimination, oppression and lack of opportunity, both within BIADS itself and externally
- that we will seek to challenge discrimination, oppression and lack of opportunity, and work towards a more just society
- that we will positively promote equality of opportunity as a core value in all areas of our work and in our structure
- that we will endeavour to fulfil all legislative requirements concerning equal opportunities, and to implement recognised good practice where resources permit
- that we will seek to find ways of working which ensure equality of opportunity and accountability
- that we will encourage those with whom we work to adopt and practice sound policies on equal opportunities
- that we will monitor and review our own policy and practice, taking positive action where necessary, to ensure that equal opportunities are an integral and active part of everything BIADS is and does

Related Documents

Disability and the workplace

Allowable discrimination

Registered charity number 1140201

Company limited by guarantee 7362470

Policy adopted: January 2020