



EQUAL OPPORTUNITIES AND DIVERSITY POLICY:

The Awareness Centre (TAC) promotes equal opportunities for all TAC stakeholders, including Placement Counsellors, Private Therapists, Employed staff, Supervisors, Consultants, Facilitators, Tutors, Training students and Clients. We acknowledge we have a duty, both moral and legal, to ensure that we do not discriminate unfairly in our employment, recruitment and management practices, and in the work and services we provide.

Objective

We are committed to a policy and practice to work with Stakeholders who are truly representative of all society and where applicants will be accepted as Stakeholders determined only by personal merit and performance, (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act). We do not discriminate on the grounds of nationality, race, gender, gender reassignment, pregnancy and maternity, sexual orientation, marriage and civil partnership age, social class, disability, political, religious or spiritual persuasion or practice.

We promote an Equal Opportunities Policy where all Stakeholders recognise, respect and value the diversity and dignity of others and feel respected themselves and able to give their best.

TAC commits to:

- Taking seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow Stakeholders and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Creating and offering opportunities for training and development to Stakeholders, assisting and encouraging them to reach their full potential so talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Review the organisation's practices and procedures when necessary to ensure fairness, updating them and the policy to take account of changes in the law.
- Work with partners who share our values on equal opportunities and diversity.

TAC is a proactive organisation who continually reflect and monitor our progress towards achieving our objectives. Through reflection we work towards:

- Promoting diversity and removing unfair treatment and discrimination through our policies and procedures regardless of the role held within TAC.
- Recognise the need for, and promote, a safe, supportive and harassment free work environment
- Encouraging individual and collective responsibility to respect each other's contributions to the running of the organisation.



- Establishing a working environment where all have equal, dignified and ease of access to goods, services and facilities. Where this may not be possible, we will provide well considered, fit-for-purpose alternatives.

All Stakeholders should understand they, as well as TAC, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, during their time with TAC, against fellow Stakeholders.

This Equal Opportunities policy is fully supported and endorsed by TAC's Managing Director and Senior Management.