



EQUAL OPPORTUNITIES POLICY

Policy reference:	Smart 0007
Policy owner:	Board of Trustees
Contact point:	Chair of Trustees
Created:	4 th January 2016
Date last reviewed:	16 th May 2021
Document last saved:	21 st October 2020
Next Review Date:	16 th May 2022

Approved By:

Board of Trustees



Dover Smart Project is committed to a policy of equality of opportunity which respects the identity, rights and values of each individual and opposes all direct and indirect discrimination against team members and service users on the grounds of disability, ethnicity, gender, sexual orientation, age, religion, belief.

Direct discrimination is defined as treating a person less favourably than others are, or would be treated, in the same or similar circumstances.

Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerable larger proportion of people of one ethnicity, gender, marital status, or sexual orientation than another and cannot be justified on grounds other than ethnicity, gender, marital status or sexual orientation.

Dover Smart Project will work for the furtherance of equality of opportunity in our recruitment practices and in access to our services. Dover Smart Project regards discrimination as described above as gross misconduct of anyone associated with providing services on behalf of Dover Smart Project. Any such behaviour will be liable to appropriate disciplinary action.