**THE CIFA TRUST**

**EQUAL OPPORTUNITIES AND DIVERSITY POLICY**

**April 2008**

The CIFA Trust wants to create a culture where people of all backgrounds and experience feel appreciated and valued. It is totally committed to achieving equality of opportunity in its work and employment. All stakeholders will be treated fairly and without discrimination. Discrimination on the grounds of race, ethnic or national origin, religion or belief, gender, marital status, sexuality, disability, age or any other justifiable criterion will not be tolerated.

The CIFA Trust is opposed to all forms of unlawful and unfair discrimination (including harassment of any kind). The Trust will take appropriate action wherever instances of discrimination and harassment occur, in the delivery of services and in the course of employment. It will work with its partners to develop effective procedures and policies to combat all forms of unlawful discrimination and to share good practice.

The Trust will fulfil its obligations under the Sex Discrimination Act 1975, Equal Pay Act 1970 (as amended 2004), Race Relations Act 1976 (as amended 2000), the Disability Discrimination Act 1995, the Employment Equality (Sexuality) Regulations 2003, the Employment Equality (Religion or Belief) Regulations 2003 and other European Union Employment Directives, such as that covering age.

The CIFA Trust expects all its trustees and other stakeholders to maintain high personal and professional standards. This includes adhering to the organisation’s Child Protection Policy, Code of Conduct, and other policies as they are developed, carrying out their agreed duties diligently, and treating others with respect. If any stakeholder feels that they have been unlawfully or unfairly treated, they have the right to make a formal complaint to the Board of Trustees.