



UK BUTTERFLY - Child In Need LTD
21 Cornwall Terrace
BD8 7JS
Bradford

Equal Opportunities and Diversity Policy

1. Objectives

UK BUTTERFLY – Child In Need LTD aims to promote equality and diversity as an employer and seeks to ensure that equality and diversity principles underpin all areas of the organisation’s work and service provision.

2. Policy

- 2.1 UK BUTTERFLY – Child In Need LTD recognises the core function of equal opportunity to organisational effectiveness and is committed to promoting equality, diversity and equality of opportunity for all its employees and volunteers. The organisation’s mission statement specifies its commitment.
- 2.2 UK BUTTERFLY – Child In Need LTD is committed to eliminating both direct and indirect discrimination, and will ensure that no-one is disadvantaged either through individual action or through the organisation’s policies or procedures on the basis of race, gender, sexual orientation, ethnic or national origin, colour, age, mental status, disability, social class, political or religious belief and activities, unless these activities are contrary to the policies of the organisation.
- 2.3 UK BUTTERFLY – Child In Need LTD will review its selection criteria and procedures periodically for staff and volunteers to maintain a system where individuals are selected, promoted and treated solely on the basis of merit and ability.



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- 2.4 UK BUTTERFLY – Child In Need LTD will ensure that all employees and volunteers through support and supervision process are given opportunities to appropriate training and development and that this will be planned, recorded and monitored.
- 2.5 UK BUTTERFLY – Child In Need LTD will ensure that the equal opportunities policy is known to all employees and volunteers and to others as appropriate.
- 2.7 UK BUTTERFLY – Child In Need LTD will ensure that its harassment policy, with clear definitions, is implemented and known to all employees and volunteers.
- 2.8 UK BUTTERFLY – Child In Need LTD recognises its legal obligations under the current legislation as listed in the Appendix.

3. Responsibility

- 3.1 It is the overall responsibility of the UK BUTTERFLY – Child In Need LTD management committee to monitor the effectiveness of the policy and to implement an on-going programme of action to make the policy fully operative.
- 3.2 UK BUTTERFLY – Child In Need LTD expects all employees and volunteers to accept personal responsibility in the practical application of its equal opportunity policy.



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4. Enforcement

- 4.1 Any intentional contravention of the equal opportunities policy will result in relevant disciplinary procedures being enacted.

Appendix

Current Legislation

UK BUTTERFLY – Child In Need LTD will comply with all anti-discrimination legislation including:

- ⌚ Equal Pay Act 1970
- ⌚ Sex Discrimination Act 1975
- ⌚ Race Relations Act 1976 and Amendment Act 2000
- ⌚ Disability Discrimination Act 1995 and 2005
- ⌚ Human Rights Act 1998
- ⌚ Sex Discrimination (Gender Reassignment) Regulations 1999
- ⌚ Employment Equality (Religion or Belief) and (Sexual Orientation) Regulations 2003
- ⌚ Carers (Equal Opportunities) Act 2004
- ⌚ Civil Partnership Act 2004
- ⌚ Gender Recognition Act 2004
- ⌚ Employment Equality (Sex Discrimination) Regulations 2005
- ⌚ Employment Equality (Age) Regulations 2006
- ⌚ Equality Act 2006
- ⌚ Work and Families Act (2006)



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- ⌚ Equality Act (Sexual Orientation) Regulations 2007 All European regulations and directives
- ⌚ Single Equality Bill 2010

The legislation protects:

- ⌚ Disabled people
- ⌚ Lesbian, Gay, Bisexual and Trans people
- ⌚ People with family and caring responsibilities
- ⌚ People on the grounds of their race, ethnic or national origin, colour or nationality