

*eQuality Time, 302 Cannon Hill Lane, London, SW20 9HN*

Diversity and Equality Policy

At eQuality Time we believe that diversity needs to be more than just a policy in a handbook. Our objective is to eliminate barriers within employment education & training to people from every kind of background or lifestyle, including, Race, Gender, Disability, Age, Faith, Sexual Orientation and Transgender.  We are currently incubating co-designed interventions regarding diversity in terms of race, ethic background, mental health and disability.

At eQuality Time, diversity and equality are central to our values and our approach to the work we do. To be effective as a social enterprise, we need to understand and reflect those inequalities that we seek to overcome; therefore, it is essential we promote diversity and equality within eQuality Time.

We are committed to the following recruitment practices for job applicants with a disability or mental health condition.

* We offer a guaranteed interview for disabled applicants who meet the minimum conditions for job specifications.
* We will make reasonable adjustments at each stage of the recruitment process to ensure disabled applicants are not disadvantaged.
* We make reasonable adjustments for disabled colleagues in the workplace to ensure that they can perform at their best.

We are committed to maintaining a working environment in which all staff feel comfortable and in which everyone is treated with respect and dignity, regardless of gender, sexual orientation, transgender status, marital or family status, colour, race, nationality, ethnic or national origins, creed, culture, religion or belief, age, disability or any other personal factor or quality.

To be reviewed at AGM