



Equality and Diversity Policy

Policy Statement

The Rock Trust is committed to promoting diversity and ensuring equality of opportunity. This applies to existing and potential employees and Board members and the young people we work with, or may work with in the future. We take a diversity approach to equality because we value and respect the contribution that people from a variety of backgrounds with different perspectives and ideas can bring.

The Rock Trust complies with anti-discrimination legislation and will not treat people less favorably on the basis of ethnic origin, gender, disability, age, religion, marital status, sexual orientation or religious beliefs. We also recognise that there are many grounds not covered by legislation upon which people face unfair treatment and we will aim to protect people from discrimination on any unjustifiable grounds.

The Policy in Practice

A policy statement such as the above will not in itself ensure that discrimination does not take place. The Rock Trust recognises that we will need to develop strategies and procedures to ensure that people are not disadvantaged in practice and that cultural and individual differences are acknowledged. We will review all policies, procedures and practices to ensure that they promote equality and diversity and do not discriminate, either directly or indirectly. As an employer, we have the responsibility to ensure that all employees receive appropriate training and guidance to ensure that they are aware of equality and diversity issues and have the skills necessary for this policy to be successfully implemented.

The effective management of this policy lies with the Director, the Board and the senior managers. All managers have the responsibility to ensure that the policy is implemented in their team and that employees accept their responsibilities. This policy is binding on all employees and any breaches of the policy will be dealt with under the disciplinary procedure.