



## **EQUAL OPPORTUNITIES POLICY**

At Aladiah Consult, we are dedicated to fostering equal opportunities, embracing diversity, and ensuring fairness in all our practices and services regardless of ethnic origin, age, gender, religion or belief, sexual orientation, marital status, disability, or any other irrelevant criterion. Our Trustees/Committee Members hold the ultimate responsibility for implementing this policy effectively. However, all Staffs and volunteers are expected to actively support and uphold this policy. Trustees will inform all staff of this policy and provide necessary training to ensure awareness and effectiveness.

### **Implementation of Equal Opportunities Policy**

Aladiah Consult, as a service provider to organisations, pledges to promote equal opportunities and combat discrimination. We will monitor our activities closely to ensure inclusivity for all. It is incumbent upon all staff to prevent any form of discrimination based on age, ethnic origin, disability, sexual orientation, religion or belief, marital status, or gender. We will encourage proactive measures to address the needs of minority and disadvantaged communities, striving to meet their requirements. This policy will undergo review every three years or as required by new legislation.

### **Physical Access**

Regular reviews of Aladiah Consult premises will be conducted to maintain and enhance staff accessibility.

### **Recruitment and Employment Practices**

Understanding the diverse clientele is crucial for our staff at Aladiah Consult. We are committed to designing recruitment processes that ensure equal access for all. Internal advertising of job vacancies will be prioritized to encourage volunteer applications. Job specifications will accommodate a wide range of transferable experiences and qualifications. Application forms will recognize the value of life experience alongside formal qualifications and work history. Throughout the recruitment process, we will adhere to the guidelines outlined in the London Voluntary Service Council Equal Opportunities Policy. Our aim is to hire individuals who share our belief in the value of everyone and reflect this belief in their work.

Date Reviewed: September 2023

Person responsible for updating this policy: Grace Famuyibo

Next Review Date: September 2026