



Contents

The Policy	1
Our Commitment:	1
Document Distribution, Review & Authority	2

First & Last Mile CIC (FLM) recognises that everyone has a contribution to make to our society and a right to equal opportunity.

The Policy

No job applicant or employee, volunteer or organisation/individual to which we provide services will be discriminated against by us on the grounds of:

- gender or sexual orientation,
- race (including ethnic origin, colour, nationality and national origin),
- disability,
- religion or personal belief,
- age or marital status.

FLM aims to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time, full-time or temporary) & volunteers will be treated fairly and with respect.
- All vacancies will include a statement on equal opportunities.
- Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of availability, aptitude and ability. All selection/rejection decisions will be recorded.
- All employees & volunteers will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All employees & volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to an OpsTeam member.

Our Commitment:

- To create an environment in which individual differences and the contributions of all our staff & volunteers and beneficiaries are recognised and valued.
- Every employee & volunteer should be part of an environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff/volunteers.
- Equality is good management practice and makes sound sense.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.



Flm - Policies Equal Opportunities Policy

Document Distribution, Review & Authority

This document is available in the Drivers Handbook, on the FLM Intranet. This policy will be reviewed, approved and endorsed by the Directors.

Name Andy Swarbrick

Position Director

Signed

A handwritten signature in blue ink, appearing to read 'A. Swarbrick', is written over a light blue circular background.

Dated 13 Apr 2023