



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

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 and 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 and 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 Operations Team member.

Our Commitment:

- To create an environment in which individual differences and the contributions of all our staff and volunteers and beneficiaries are recognised and valued.
- Every employee and 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.