



Equal Opportunities Policy

Bipolar UK aims to ensure that no individual or group experiences discrimination, harassment or victimisation on any grounds.

We recognise the need to continuously develop and review employment and volunteering policies and procedures to ensure recruitment, training, development and promotion decisions are made on the basis of competency, performance and ability. We comply with the Equality Act 2010.

All those involved in the work of the charity are expected to demonstrate a commitment to equality of opportunity by implementing the principles of our equal opportunities policy and procedures. The charity will encourage this commitment by actively creating awareness.

It is our policy to provide equality to all including but not limited to:

- 1 Gender, including gender reassignment
- 2 Marriage or civil partnership status
- 3 Having or not having dependants
- 4 Religion, belief or political opinion
- 5 Race (including colour, nationality, ethnic or national origins)
- 6 Disability
- 7 Sexual orientation
- 8 Age
- 9 Class
- 10 Appearance
- 11 Responsibilities
- 12 Health status including mental health

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and volunteers will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in the workplace is not only good management practice, it also makes sound business sense. Our equal opportunities policy will help all those who work and volunteer for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

This policy applies to all members of staff, volunteers, trustees and service users.