

The Chellington Centre is committed to providing equality and fairness for all, including Trustees, employees and volunteers and not to discriminate against anyone because of:

- Gender including sex, marital status and gender reassignment
- Race including ethnic origin, colour, nationality and national origin
- Disability
- Sexual orientation
- Religion or belief
- Age

In addition, the Chellington Centre will not discriminate against anyone who is associated with another individual who is protected under equality legislation. The Chellington Centre opposes all forms of unlawful and unfair discrimination.

All trustees, employees and volunteers will be treated fairly and with respect.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. The Chellington Centre is also committed to preventing discrimination of any type against its employees or volunteers by third parties like suppliers, clients and the general public. The responsibility for upholding this commitment is shared by, and is intended to benefit, every employee and volunteer.

Wherever it is practical, The Chellington Centre will make any reasonable changes to the work environment or work practices that prove necessary to ensure that employees with special needs, including those with a disability, are given the same opportunity as able-bodied individuals in fulfilling their roles effectively.

Breaches of our Equality and Diversity policy by an employee will be regarded as misconduct and could lead to disciplinary procedures. If an employee has any concern, personal or otherwise, about discrimination, they should speak to the Chair of the Board of Trustees for confidential advice. Allegations of discrimination by an employee will be handled promptly, and in confidence through The Chellington Centre's Disciplinary Policy and Procedure. Allegations of discrimination by a third party should be made to the Chellington Centre's Chairperson as promptly as possible after its first occurrence.