This policy covers recruitment, induction, employee terms & conditions, conduct at work, disciplinary procedure, grievance procedure and every aspect of FareShare Cymru’s work.

FareShare Cymru is committed to encouraging equality and diversity among our employees, volunteers and Board, and eliminating unlawful discrimination. FareShare Cymru is striving to be an equal opportunity employer and will accept no form of discrimination.  Its services will be provided, on a fair and equitable basis.

The aim is for our employees, volunteers and Board to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The aim of this policy is to ensure that no job applicant, employee, Board member, volunteer, Member group, or user of FareShare Cymru services receives less favourable treatment on the grounds of race, colour, nationality, religion or belief, ethnic or national origin, age, gender, gender reassignment, marital status or civil partnership, pregnancy or maternity, sexual orientation or disability or is disadvantaged by any conditions or requirements which cannot be shown to be justifiable.

Selection and promotion criteria and procedures will be reviewed regularly to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity to progress within the organisation according to their true potential.

FareShare Cymru will oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

**Access**

FareShare Cymru strives to ensure that:

* all people will receive a positive welcome from their first point of contact with the organisation.
* its services are accessible to all, and will work to promote inclusion.
* its premises are accessible to people with disabilities.
* when FareShare Cymru organises something e.g. an event outside of the premises an appropriate venue is selected where possible.

**Awareness**

All Board members, employees and volunteers will be made aware of the organisations commitment to equal opportunities and should be familiar with the policy document.

FareShare Cymru employees have a legal and moral obligation not to discriminate, and to report incidents of discrimination against any individuals. Any employee found to be practicing discrimination will be subject to disciplinary proceedings.

**Monitoring & Evaluation**

The Chair  of  FareShare Cymru  is  responsible  for  the  implementation  and  monitoring of this policy, and for ensuring that neither direct nor indirect discrimination result  from the way in which any of FareShare Cymru’s activities are operated.

Due regard will be given to the requirements of the Race Relations Act 1976 and the Sex  Discrimination Act 1975, Disability Discrimination Act 1995 and all other relevant legislation.