

EQUALITY AND DIVERSITY POLICY

The aim of this policy is to communicate the commitment of Exam Star® to the promotion of equality of opportunity in recruitment and management of volunteers.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. It is our policy to provide equality of opportunity to all, irrespective of:

* + •  gender, including gender reassignment
	+ •  marital or civil partnership status
	+ •  having or not having dependents
	+ •  religious belief or political opinion
	+ •  race (including colour, nationality, ethnic or national origins, being an Irish traveller)
	+ •  disability
	+ •  sexual orientation
	+ •  age

We are opposed to all forms of unlawful and unfair discrimination. All volunteers will be treated fairly and will not be discriminated against on any of the above grounds. Decisions regarding recruitment of volunteers will be made objectively, without unlawful discrimination, and based on aptitude and ability.

Equality commitments

We are committed to:

* + •  Promoting equality of opportunity for all persons
	+ •  Promoting a good and harmonious learning environment in which all people are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
	+ •  Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization
	+ •  Fulfilling all our legal obligations under the equality legislation and associated codes of practice

