



LIA RELIEF TRUST

EQUAL OPPORTUNITIES STATEMENT

The LIA Relief Trust is committed to supporting, developing and promoting equality and diversity in all of its practices and activities and aims to establish an inclusive culture free from discrimination and based upon the values of dignity, courtesy and respect. The charity will support and develop their staff and students by providing all with access to facilities, personal and career development opportunities, employment and study on an equal basis regardless of ethnic origin, national identity, disability, age, gender, sexual orientation, religious belief or socio-economic background.

This commitment supports the organisational principles of the charity and upholds the ethos of establishing a culture based on dignity, courtesy and respect.

The LIA Relief Trust Equality and Diversity policy builds upon the foundation of equality legislation and anti-discrimination guidance and strives, not only to comply with legal requirements, but to use these to ensure that the LIA Relief Trust endeavours to exemplify best practice.

The charity values diversity and recognises that the institution is greatly enhanced by the disparate range of backgrounds, experiences, views, beliefs and cultures represented within its staff and volunteers. The charity aims to embrace diversity in all of its activities and proudly acknowledges that variety and difference are intrinsic to the wellbeing and future development of the school.

The Equality and Diversity policy underpins the mission of the LIA Relief Trust and is integral to the success of the charity as a great place and an employer of choice.

This is an over-arching policy designed to outline the fundamental principles of the charities commitment to equality and diversity and will be supported by specific action plans for each of the following: Gender, Race, Disability, Religion and/or Beliefs, Age and Dignity at Work and Study.

The policy applies to all volunteers, applicants for posts with the charity, to all staff employed on a full time or part-time basis, to all staff on permanent or temporary contracts and visitors undertaking duties in the name of the school and to sub-contractors undertaking work on our site.