



Equal Opportunities Policy

1. Statement of intent

Money Advice Plus recognises that there are inequalities in our society and that many groups are discriminated against, either directly or indirectly. Money Advice Plus is committed to tackling inequalities, in accordance with the **Equality Act 2010**, by ensuring that:

- the organisation and its services provided are open to all.

there is equality of opportunity for all service users, staff, trustees and volunteers and all service users, staff, trustees and volunteers are treated with dignity and respect.

Trustees, staff and volunteers are expected to actively implement this policy.

2. Policy

It is the policy of Money Advice Plus to ensure, to the best of its ability, that no service user, present or future employee, trustee, volunteer, visitor, or job applicant receives less favourable treatment or lack of opportunity on grounds of their sex, gender or gender reassignment, sexual orientation, marriage or civil partnership, age, pregnancy and maternity, race, colour, religion or belief, ethnic or national origin, social background, language, political or other opinion or belief, trade union membership, legitimate trade union activity, medical condition or disability*, nor is disadvantaged by any requirement which cannot be shown to be justified.

* This does not affect the employer's rights to change the working arrangements of employees who are not meeting the requirements of their job.

2.1 Money Advice Plus is committed to take any action necessary:

- to challenge discrimination in all its practices.
- to promote equal opportunities to all disadvantaged groups.

The Board of Trustees will review the Equal Opportunities Policy annually, taking into account current best practice. Where it is found that practices are operating or could operate against the Policy they will be amended after consultation with the staff.

2.2 Money Advice Plus is committed to the elimination of discrimination, including direct discrimination and indirect discrimination, harassment bullying and victimisation in employment. Policy and procedures are set out in the Anti-Harassment and Bullying Policy document.

2.3 Money Advice Plus' Equal Opportunities Policy is integral to all policies and in particular is a reference point for all personnel policies and procedures and service provision policies and procedures.

Approved and Adopted by Trustees July 2017, reviewed July 2018