



## Equal Opportunities at Oxford Hub

Oxford Hub's commitment to equality applies to everything that we do, externally and internally. We are an equal opportunities employer and will apply objective criteria to assess potential suitability for jobs and volunteering opportunities. Oxford Hub opposes all forms of unlawful and unfair discrimination, and will not discriminate on the basis of any protected characteristics.

Equality is at the heart of how we accept, respect and value people with diverse identities and backgrounds. We aim to ensure that no job applicant, employee or volunteer receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origins, age, gender, marital status, sexual orientation or disability.

Oxford Hub recognises that these visible and non-visible differences between people can also lead to differences in experiences, values, attitudes, ways of thinking, behaving, communicating and working, and we are committed to creating an environment where individuals are able to work and volunteer without risk of discrimination.

Selection criteria and procedures are reviewed annually to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees and volunteers will be given equality of opportunity, reasonable adjustments, and bespoke training where appropriate to enable them to progress both within and beyond the organisation.

### Oxford Hub's commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff and volunteers.
- To promote equality and diversity in the workplace, which Oxford Hub believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To make reasonable adjustments for volunteers and employees to give fair opportunity to working or volunteering with Oxford Hub.



- To regularly review all our employment practices and procedures for staff and volunteers so that fairness is maintained at all times.

Oxford Hub is committed to a continuing programme of action to make this policy effective and bring it to the attention of all employees. This policy will be reviewed annually and updated.

- Reviewed December 2019