



Our Equal Opportunities and Diversity Statement

Temple Springs is committed to creating an organizational culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated.

The aim of this policy is to communicate the commitment of the Chief Executive, Board of Trustees and senior management team to the promotion of equality of opportunity at Temple Springs.

It is our policy to provide employment equality 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 color, nationality, ethnic or national origins,
- Disability
- Sexual orientation
- Age.

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination. We recognize that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense.

Our equal opportunities policy will help all those who work and volunteer for us develop their full potential and the talents and resources of the workforce will be utilized fully to maximize the efficiency of the organisation.

Scope Our Equal Opportunity policy applies to all those who work for (or apply to work for) Temple Springs, including Volunteers, contract workers, Agency workers, Trainee and student workers on work experience.