



EQUALITY AND DIVERSITY STATEMENT

Policy number	18	Version	1
Drafted by	David Dickens	Approved by Council on	14 December 2015
Responsible person	David Lacy and Simon Golding	Scheduled review date	Nov 2017

We the Council of Management of The Royal National Mission to Deep Sea Fishermen (routinely known as The Fishermen's Mission) are committed to eliminating unlawful discrimination and to promoting equality and diversity within our policies, practices and procedures. We are also committed to promoting equality and diversity in the Fishermen's Mission. This applies in our dealings with beneficiaries, staff, supporters, volunteers and third parties. We shall treat everyone equally and with the same attention, care, courtesy and respect regardless of:

Age
Disability
Gender reassignment
Race
Religion or belief
Sex
Sexual orientation
Marriage or civil partnership status
Pregnancy and maternity, or
Caring responsibility

Further, we will take steps to ensure that we and our staff (including volunteers) do not unlawfully discriminate under the terms of any contracts or legislation in force relating to discrimination in employment and the conduct of the work of The Fishermen's Mission, regardless of individual religious or personal belief.

AUTHORISATION

JILL HENDERSON
CHAIRMAN
DATE 14 December 2015

EQUALITY AND DIVERSITY POLICY

Procedures number	19	Version	1
Drafted by	David Dickens	Approved by CE	14 December 2015
Responsible person	David Dickens	Next Review date	Nov 2017

The Fishermen's Mission is an equal opportunities employer and is committed to promoting equality of opportunity for all staff and job applicants. The Fishermen's Mission aims to create a working environment in which all individuals are able to make the best use of their skills, free from discrimination or harassment, and in which all decisions on recruitment, treatment during employment, training, remuneration, promotion and termination of employment are based solely on objective and job-related criteria.

As a Christian charity, it is a genuine occupational requirement for certain positions that the post holder holds Christian beliefs.

The Fishermen's Mission staff and volunteers will not discriminate on the basis of colour, sex, gender, marital status, race, nationality, ethnic origin, age, disability, religion or belief or sexual orientation, (the protected characteristics), regardless of their individual religious or personal beliefs.

Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics set out above.

Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage.

The Fishermen's Mission will take disciplinary action (possibly including dismissal) against any employee who is found to have committed an act of discrimination, harassment or victimisation contrary to the principles set out above.

As this is a complex subject you are urged to speak to the Chief Executive if you have questions about this policy and its application.



22 October 2015

David Dickens
Chief Executive