

Equal Opportunities Policy Statement

Tenovus Cancer Care is committed to the development and promotion of an Equal Opportunities Policy to ensure that all its staff and potential staff are treated fairly, regardless of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

The policy is designed to apply to all areas of the Charity from recruitment to retirement. The aim at all times is to treat all staff with integrity, respect and consideration

The Chief Executive has overall responsibility for these issues but every manager has personal responsibilities for implementing the policy. The People and Development team will provide guidance and advice as required and will review and develop the policy in line with legislation and recommended codes of practice.

Members of staff who believe they have not received fair and equal treatment may pursue the issue through the grievance procedure.

It is intended that this policy will promote a working environment, which will encourage the development of the widest talent, enhance working relationships, give greater job satisfaction and improve service delivery.

The success of the policy and practices essentially depends on the commitment of every member of staff at all levels of the organisation.