



EQUAL OPPORTUNITIES POLICY STATEMENT

To provide a range of services for people with learning difficulties and to monitor and evaluate such services regularly, to ensure that they are effective, appropriate and operate within Vision 21-Cyfle Cymru's Equal Opportunities Policy.

To ensure that the employment practices of Vision 21-Cyfle Cymru adhere to and reflect Vision 21-Cyfle Cymru's Equal Opportunities Policy and to monitor this regularly.

To undertake that any publication, communication or statement relating to Vision 21-Cyfle Cymru and its activities promotes equal opportunities and is in line with its Equal Opportunities Policy.

To discourage at all times the display of prejudice and/or discrimination within the organisation through education, action and disciplinary procedure. This policy underpins and informs all other relevant policy documents and all aspects of Vision 21 Cyfle Cymru's operation.

Vision 21-Cyfle Cymru is actively committed to following a policy of equality of opportunity in all of its action. We are committed to ensuring that no individual or group involved with Vision 21-Cyfle Cymru receives less favourable treatment on grounds of, for example, race, colour, nationality, cultural or ethnic origins, responsibility for dependants, marital status, income, disability, sexuality, age, gender, religion, class, HIV status or any grounds whatsoever, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable. We believe that it is insufficient to merely state our intentions, but must take positive steps to ensure that the aims of the policy are achieved. All staff and management committee members involved in the organisation are required to be committed to the implementation of the policy and its progress.

We further recognise that the above list of groups is not exhaustive or comprehensive and may be open to change.

RECRUITMENT & SELECTION POLICY STATEMENT

Vision 21 recognises its staff as being fundamental to its success. A strategic and professional approach to recruitment processes help enable Vision 21 to attract and appoint staff with the necessary skills and attributes to fulfill its strategic aims, and support the organisations values.

Vision 21 is committed to ensuring that the recruitment and selection of staff is conducted in a manner that is systematic, efficient, and effective and promotes equality of opportunity.

The policy has been designed to provide a framework, which promotes good practice, adopts a proactive approach to equality and diversity issues and fully supports Vision 21's core business.

Guidelines, which form the basis for the implementation of the policy, have been designed to maximise flexibility to meet the needs of Vision 21 Cyfle Cymru.