

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

CASS is committed to broad principles of social justice and social inclusion, and the active promotion of equal opportunity and diversity, and anti-discriminatory practice in respect of access to, and the provision of its services and its employment practices.

CASS will seek to ensure that in the provision of its services and in its employment practices there will be equality of opportunity and treatment for all persons.

No person, or group of people, should be treated less favourably because of their race, ethnic group, gender, sexual orientation, age, marital status, religion, nationality, HIV status, physical disability or because they have experienced mental health difficulties.

To ensure these aims are met by CASS, CASS will monitor its staff recruitment procedures and its selection criteria for those who receive its services. CASS undertakes to review these procedures on a regular basis to ensure that its services are being carried out in accordance with the aims of this policy.

CASS will be mindful of its commitment to equal opportunities and diversity in the election of the management committee as that committee holds the responsibility for the development and co-ordination of equal opportunities and diversity policy.

It is the responsibility of all CASS employees and committee members to ensure that discriminatory practices or behaviour are not condoned and to assist in the implementation of the equal opportunities and diversity policy.

Recruitment to the organisation

CASS provides services to offenders and ex offenders and is therefore sensitive to the issues that arise for offenders and applications for employment. Applicants with criminal records will be treated according to their merits.