

This Equal Opportunities and Diversity Policy reflects both the purposes of Compassion and the spirit and intentions of legislation which outlaws discrimination. Compassion recognises that people from different backgrounds can bring fresh ideas and skills. It values diversity and welcomes interest from all sections of the community, and is committed to build and reinforce a culture where people value each other and treat each other with dignity and respect.

As an employer of paid staff and an organisation that has Board Members and volunteers, Compassion aims to ensure that no individual receives less favourable treatment that is unlawful on the grounds of sex, marital status, race, colour, nationality, ethnic origin, disability, age, religion or sexual orientation (“the prohibited grounds”).

Compassion aims to ensure that people with disabilities are given equal opportunity to enter employment or to become Board Members or volunteers. In so doing, it will fully consider making reasonable adjustments to operating practices, equipment and premises to ensure that a disabled person is not put at a substantial disadvantage due to their disability. In addition, where someone becomes disabled, every effort will be made, through reasonable adjustment, retraining or redeployment as appropriate, to enable them to remain in the service of Compassion.

The household members, close relatives or other connected parties of employees will not be excluded from working for the organisation or becoming Board Members or volunteers. Nevertheless, to be an ethical employer, nepotism (defined as the inappropriate hiring or promotion of household members, close relatives or other connected parties of existing employees, Board Members or volunteers) will not be allowed. To operate with transparency and avoid both the existence and the appearance of nepotism to those within or outside the organisation, employment, volunteer service or board membership of household members, close relatives or other connected parties will be managed openly and properly.

Entry to employment and promotion or change of post for paid staff, or the equivalent for Board Members and volunteers within Compassion, is determined by personal merit and ability relevant to the purposes of Compassion.

Compassion is committed to keep requirements and practices under review and to take action, where necessary, in order to facilitate the recruitment, involvement and development of paid staff, Board Members and volunteers from all sections of the community. It welcomes difference and recognises that action may be needed to give everyone a chance to contribute on equal terms within the aims and purposes of Compassion.

Compassion UK has made a covenant, together with members of the Compassion Global Alliance Partnership, to “undertake holistic child development as an outworking of our Christian faith to glorify God, extend His kingdom, and care for those made in His image, according to the Great Commission as recorded in Matthew

28:19-20 and the Great Commandment as recorded in Luke 10:27.” Compassion UK’s purpose (as expressed in the foundational documents), can be embodied in the phrase: “Releasing children from poverty in Jesus’ name”. Accordingly, all those in roles that are assessed to be promoting the organisation’s Christian ethos and enabling people to experience, explore and express the faith-based motivation of its work, are required to demonstrate an active personal commitment to the Christian faith, be in agreement with and committed to respect and uphold and commit to work within Compassion’s Christian faith-based ethos, faith statements and values. People in all other roles are expected to respect, uphold and commit to work within Compassion’s Christian faith-based ethos, faith statements and values. For these roles we welcome people of all faiths and none.

It is the responsibility of every individual, both staff and volunteer, to eliminate discrimination by ensuring the practical application of the equal opportunities policy and reporting incidents of discrimination to an appropriate senior person, such as the Human Resources Manager.

All allegations of discrimination will be treated seriously. Any discrimination is totally unacceptable to Compassion and anyone found to be discriminating would face disciplinary action.

Harassment on any of the prohibited grounds is a form of discrimination. This and any other harassment is totally unacceptable to Compassion and any such behaviour is considered a disciplinary offence. All allegations of harassment are treated seriously and all practicable steps will be taken to prevent the behaviour continuing.