

# EQUALITY POLICY

# Policy Statement

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The trustees of Elifar Foundation Ltd (EFL) are firmly committed to the principle that all applicants are entitled to equality of opportunity regardless of their sex, race, ethnic origin, disability, sexual orientation, religion or belief, marital status or age.

In accordance with its legal responsibility, EFL will ensure that there is no discrimination against any applicant for any reason.

It will not segregate or differentiate between individuals on the grounds of:

- sex
- sexual orientation
- race
- religious belief
- disability
- gender reassignment.

Everyone at EFL will take responsibility for challenging stereotypes and all forms of discrimination.

EFL will promote equality of opportunity and will investigate all complaints of discrimination.

# Scope of Policy

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EFL will not discriminate or tolerate discrimination on grounds of sex, race, ethnic origin, disability, sexual orientation, religion or belief, marital status or age or other grounds of discrimination not prohibited by legislation.

Equal opportunities should be implicit and explicit in all policies and procedures.

## Equal Opportunities

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EFL is committed to equal treatment for all, regardless of an applicant's race, ethnicity, religion, disability, sexual orientation or social background. At no time does EFL make decisions which are either directly or indirectly discriminatory.

## Sex Discrimination

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All applicants will be treated the same way, irrespective of sex.

## Sexual Orientation and Homophobia Discrimination

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EFL will not discriminate directly or indirectly against anyone because of his or her actual or perceived sexual orientation.

EFL will not tolerate the harassment or victimisation of anyone because of his or her actual or perceived sexual orientation.

EFL will promote equality of opportunity for all applicants regardless of their sexual orientation. This is included in its equal opportunities and behaviour policies.

## Racial Discrimination

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EFL will promote equal opportunity and good race relations, and will not discriminate against anyone on the basis of:

- race
- colour
- nationality or citizenship
- ethnic or national origin.

EFL will not tolerate any form of racial discrimination, racial harassment or inciting of racial hatred. Incidents of this nature may be offences under criminal law and will be treated as such.

## Religious Discrimination

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EFL recognises, respects & values the various traditions, customs & rules of different religious groups & will not discriminate against any applicant on the grounds of their religion or belief.

## Disability

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EFL will not tolerate any form of discrimination against disabled applicants. This includes the use of any derogatory term to indicate the disabled person's supposed mental capacity.

No assumptions will be made about the general abilities of people who are disabled. EFL will bear in mind that an applicant with special educational needs (SEN) is not necessarily disabled and that a disabled child does not necessarily have SEN.

EFL makes every effort to ensure that its application forms and general information are accessible to people with all kinds of disabilities.

## Gender Reassignment

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EFL will not discriminate directly or indirectly against anyone regardless of whether they have undergone gender reassignment surgery.

## Complaints

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If an applicant is dissatisfied with an application decision they may request EFL's complaints procedure.