

## Equal Opportunities Policy

The Schumacher Institute (TSI) is committed to the establishment and development of equality of opportunity in policy and practice.

TSI will apply this policy and practice in all aspects of the working life of staff and volunteers, from recruitment through to cessation of employment, including personal and career development, terms and conditions.

TSI will apply this policy and practice in all aspects of relationships with other organisations and individuals, whether as supporters or otherwise, including access to services, and participation in activities.

TSI will ensure that no individual or group within TSI is discriminated against on grounds of sex, ethnicity, age, colour, nationality, marital status, home responsibility, sexual orientation, disability, HIV status, culture, beliefs, trade union activity or social background.

TSI reserves the right to add other categories to this list.

TSI will ensure that no employee, member or applicant is discriminated against through a condition or requirement which cannot be objectively justified. We shall value individuals and organisations for their contribution, and shall give them the opportunity to realise their full potential within TSI insofar as this contributes towards the fulfilment of our mission.

TSI will ensure that all Board members, staff and volunteers abide by the content and spirit of this statement.

TSI is committed to a programme of action to make this policy fully effective and will constantly monitor and review the procedures, practices and guidelines that underpin it.

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Date of issue:

31<sup>st</sup> May 2024

Signed:



Ian Roderick  
Director