



Equality, diversity & inclusion statement

Equality of opportunity is an important part of Age UK Blackburn with Darwen's staff and volunteer recruitment procedures. All recruiting managers must ensure that they are familiar with the organisation's Equality and Diversity policy, recognising our responsibilities under the 2010 Equality Act, and that they have received appropriate guidance and training on recruitment and selection.

Age UK Blackburn with Darwen will strive to take all practical steps to prevent discrimination (on any basis) and to promote equality during the course of its work; providing a respectful, inclusive, positive, supportive, challenging and empowering environment for all.

The organisation will monitor applications and the results will be processed to ensure that Age UK Blackburn with Darwen is attracting a reasonable cross section of people to apply for opportunities within the organisation, and is not discriminating in employment or volunteering.

Any applicants having a complaint as to discrimination or victimisation relative to the organisation's Equality, Diversity & Inclusion policy or the legislation to which it relates, should use our complaints procedure. If the complaint is not then or subsequently resolved it may be referred for determination to the Board of Trustees.

Our full Equality, Diversity & Inclusion policy is available at www.ageukbwd.org.uk or on request.

Adopted June 1993

Reviewed December 2023

Next review due December 2025

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