

Equality & Diversity Statement

October 2006

The Refugee Council is committed to recognising diversity in its recruitment activities. We aim to provide an open and competitive recruitment process which is accessible to a diverse range of applicants with varying degrees of familiarity with the process.

Why Equality & Diversity are important to the Refugee Council

The Refugee Council provides practical support and promotes the rights of refugees in Britain and abroad. We believe asylum seekers and refugees should be treated with understanding and respect. Our clients have the right to both appropriate access to our services and equitable treatment by our staff. Equality and diversity are not optional extras for the Refugee Council. They are an integral part of our charitable objects, beliefs and strategic objectives.

We believe that the real test of an organisation's commitment to equal opportunities is what actually happens on the ground. Nevertheless it is important to have a public statement of the Refugee Council's equal opportunities policy so that our staff and users can be clear about their rights and responsibilities and so that there are clear criteria against which the performance of the organisation can be judged. We recognise that the creation of a genuine equal opportunities environment is continuous process and that we must strive constantly to achieve it.

Our Principles

The Refugee Council will uphold equality & diversity:

- In employment, by developing policies which ensure that no job applicant, employee, volunteer or trainee is unfairly discriminated against because they are a refugee or asylum seeker, or on the basis of their gender, ethnic or national origin, religion or belief, age, physical or mental capabilities, marital status, sexual preference, social background, sexuality or organisational role;
- By fostering a cooperative working environment which is free from harassment or victimisation and which promotes good relations among staff, to create the conditions for the full development of their potential;
- By employing and providing opportunities for refugees and other disadvantaged groups and so developing a multi cultural organisation which reflects the diversity of our clients and society;

What we will do

Other Refugee Council publications are available at www.refugeecouncil.org.uk

Registered charity no. 1014576 Registered company no. 2727514 Registered address: 240-250 Ferndale Road London SW9 8BB

- We will ensure that our recruitment procedures are transparent and open, and review our procedures on a regular basis.
- Strive to ensure that there is an appropriate proportion of refugees and asylum seekers in employment within the Refugee Council and at all levels of the organisation so that our staff can reflect the experience of our users and members;
- To tackle unequal pay between men and women we will ensure the Refugee Council maintains a transparent and non-discriminatory pay system
- The Refugee Council employs and serves people from diverse racial and ethnic groups and is proud of and will continue to maintain this tradition.
- We will continue to employ and serve people of all age groups and will ensure that our policies do not adversely affect staff or service users because of their age.
- We are committed to and will build on our success in creating a safe working environment for all our staff and service users with due regard to their religions and beliefs.
- We want the Refugee Council to be a place where the lesbians gay men and bisexuals among our staff and clients feel it is safe and comfortable to be open about their sexuality. We will challenge negative views and provide training so that there is a better understanding of the issue amongst our staff.
- The Refugee Council will increase awareness in the organisation about the needs of staff, users and visitors with disabilities. We will work to ensure our practices do not restrict use of our service or the contribution people with disabilities can make to our work.
- We recognise the need for staff to achieve a satisfactory balance between home and work and will promote flexible working practices in line with HR policies and where resources allow.