

EQUAL OPPORTUNITIES POLICY

AS AN EMPLOYER

The Northern Ireland Boys' Brigade (BBNI) is an Equal Opportunities Employer, committed to ensuring that the talents and resources of all our employees are utilised to the full.

We will not discriminate unfairly against any individual in matters of recruitment or selection for any position, promotion, development or training on the grounds of age, perceived religious or political affiliation, sex, marital status, disability, colour, sexual orientation, race or ethnic origins.

- BBNI recognises its legal, moral and social obligations to promote equality of opportunity within the community in which it operates.
- BBNI has established policies and procedures designed to promote equality of opportunity. These will be periodically reviewed to ensure that individuals continue to be selected, promoted, trained or treated solely on the basis of merit and in accordance with the requirements of the job and the individual's suitability to fill it.
- BBNI will commit itself to keep under review the operation of this Equal Opportunities Policy to take account of changing circumstances.
- BBNI provides facilities for any employee who believes that they have been treated unfairly within the scope of this policy to raise the matter through BBNI's relevant complaints procedure.

BOYS' BRIGADE COMPANIES

The Northern Ireland Boys' Brigade works through Boys' Brigade Companies which are part of the ministry of a local church. All voluntary leaders working in a Company are appointed by the church or Christian organisation to which the company belongs in accordance with its own doctrines and lawful practice, subject to registration of those leaders with the Brigade.

The Northern Ireland Boys' Brigade is open and inclusive to children and young people. It is a safe and caring space for children and young people, regardless of background or ability, to belong and achieve, to try new things and to know that they are valued.

No child, young person should receive less favourable treatment on the basis of, nor suffer disadvantage harassment or discrimination by reason of age, perceived religious or political affiliation, sex, marital status, disability, colour, sexual orientation, race or ethnic origins.

The Northern Ireland Boys' Brigade provides leadership training to endorse this policy and share examples of best practice with leaders.

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