**WORK PLACE CHAPLAINCY SCOTLAND**

**Listening & caring - in confidence**

**EQUAL OPPORTUNITIES POLICY**

Work Place Chaplaincy Scotland is striving to be an equal opportunities employer. Therefore we will aim to treat all workers (paid, support and development group members, and volunteers) equally.

There will be no discrimination in respect of marital status, gender, sexuality, disability, age, colour, race, nationality, religion, ethnic or national origins.

However, there are exceptions allowed within the job application process in situations where being of a particular religion or belief is a genuine and determining occupational requirement. (Employment, Equality (Religion of Belief) Regulations 2003.)

The basis for selection is the management's considered opinion of the applicant's suitability for the job. All workers (paid, support and development group members, and volunteers) have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals. Anyone found to be discriminating will face disciplinary proceedings.