



# Equal Opportunities Policy

## Sussex Search and Rescue

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V1.0 Official Policy Published: 4<sup>th</sup> March 2023

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## Ownership

Author	D Wood
Owner	Sussex Search and Rescue

## Version Control

Version	Date	Details	Updated by

## Review Date

Date	Department/Lead

## Audience

Name	Department
All Members	Sussex Search and Rescue
Trustees	Sussex Search and Rescue

## 1. Introduction

1.1. SUSSAR is committed to equal opportunities in the recruitment, training and development of its members. This policy aims to ensure that all members are recruited, trained and developed on the basis of ability, the requirements of the role and relevant and objective criteria.

1.2. The policy applies to all members, operational and non-operational, applicants and any others associated with the operations of SUSSAR.

1.3. SUSSAR will not discriminate against any member on the grounds of race, age, gender, marital or civil partner status, sexual orientation, gender reassignment, religion or belief (or lack of belief), disability, pregnancy and maternity, in any matters relating to recruitment, training and development.

1.4. All members have a duty to act in accordance with this policy, and therefore to treat colleagues with dignity at all times and not to discriminate against or harass other members, whether new recruits or equal or senior to themselves. SUSSAR will also take reasonable steps to prevent harassment of its members by people external to SUSSAR.

1.5. This policy applies to the advertising, recruitment and selection, training and development and working conditions, including health and safety, grievance and disciplinary procedures and the termination of membership.

## 2. Scope

2.1. This policy applies to all individuals working at all levels of the organisation, including those on secondment from other Lowland Rescue Teams.

2.2. Contractors and secondees (those who are seconded to SUSSAR from other organisations) are expected to adhere to this policy whilst engaged in work on our behalf.

## 3. Recruitment and promotion

3.1. All recruitment must adhere to the processes contained in the SUSSAR Recruitment Procedures. Where appropriate, exemptions may be used to recruit suitably qualified people for the particular needs of the operational roles.

3.2. Recruitment is undertaken on the basis of matching skills, qualifications and experience against a specification in accordance with best practice for ensuring equality of opportunity in recruitment.

## 4. Recruitment of Ex-Offenders

4.1. All candidates for operational roles are required to undergo a Police Vetting check before completion of basic training.

4.2. In the event of a Disclosure revealing a criminal record or other information of concern, this will be discussed with the candidate before a decision is made whether to allow completion of basic training. In making this decision, the nature of the offence and whether it is directly related to SUSSAR's activities will be considered, together with any other factors that may be relevant.

## 5. Access to training and development

5.1. Training and development opportunities are open to all members as appropriate, and all members are entitled to apply for such opportunities after acquiring the required experience.

5.2. Applicants will be given information on the various operational roles during the Information Evening.

## 6. Disability and access for those with disabilities

6.1. In this policy, disability has the meaning set out in the Equality Act 2010, that is, a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day-to-day activities.

6.2. Any member who becomes disabled in the course of their membership should tell the Welfare Officer so that appropriate support may be given, including reasonable adjustments to their voluntary work and/or duties considered necessary or which would assist them in the performance of their duties.

6.3. Due to the specialised tasks conducted by members of SUSSAR's operational teams, it may be considered that a particular disability cannot be appropriately supported, and any such decision will be discussed with the member, including the possibility of them transferring to a non-operational role if an appropriate role is available.

## 7. Monitoring of policy implementation

7.1. To ensure that this policy is operated effectively and to identify areas of under-representation in the membership, SUSSAR monitors racial origins, gender, disability, and age of its members.

7.2. All monitoring is anonymised and kept as confidential matter.

## 8. Breaches of the policy

8.1. Any member who feels that they have been disadvantaged in their role or opportunities may address this through SUSSAR's Problem solving policy.

8.2. Any member suffering harassment by another member should address this through SUSSAR's Problem solving policy.

8.3. Any member who has made an allegation should not be victimised or treated less favourably.

8.4. False allegations should be addressed through SUSSAR's Bullying and harassment policy.

## 9. Review

9.1. This policy will be reviewed every two years (or earlier if required by legislative or business changes) by the SLT and the Board.