



Bristol City of Sanctuary

Equalities Statement

BCoS will ensure that it complies with the Equality Act 2010, and will ensure that no job applicant or employee will be treated less favourably than any other on grounds of age; gender identity; being married or in a civil partnership; being pregnant or having a child; disability; race including colour, nationality, ethnic or national origin; religion, belief or lack of religion/belief; sex; or sexual orientation.

BCoS also recognises that there are other characteristics not included in the Equality Act for which it is equally important to ensure that policies and practices do not discriminate. BCoS will therefore not treat any job applicant or employee less favourably on grounds of class, socio economic background, employment status, trades union activity.

We recognise that many groups are disadvantaged in UK society. As a charity working with asylum seekers and refugees, we see our first priority amongst the disadvantaged as asylum seekers and refugees.

As an organisation committed to equality and diversity, we recognise the contribution that everyone, including ex-offenders, can make as volunteers and paid staff, and a previous conviction would not automatically exclude an applicant from employment with BCoS.

May 2021