 <p>St John Ambulance Ireland (SIAI)</p>	<p>Standard Operating Procedure SOP No.: 002-031 Version: 1</p>
<p>Equality & Diversity Policy</p>	

1 Purpose

The equal opportunity policy of St John Ambulance Ireland is that in the recruitment, selection, education and assessment of members, and in the recruitment, selection, training, appraisal and development of staff, the only consideration must be that the individual meets, or is likely to meet the requirements of the programme or course or post.

2 Scope and Responsibilities


Responsibilities	Personnel Responsible
Implementation of this SOP	All Members
Approval of this SOP	Director of Training & Development
Maintenance of this SOP	Compliance Manager

3 Equality Statement

The purpose of this policy is to demonstrate our commitment to equality of opportunity for existing and potential employees and learners, by promoting a work environment that affirms our commitment to the personal dignity and work of each person.

We do this by promoting a work environment that is free from discrimination in the following areas.

- Gender.
- Marital Status, Family Status.
- Sexual Orientation.
- Religious Belief.
- Age.
- Disability.
- Race.
- Membership of the Travelling Community.

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4 Policy

St John Ambulance is committed to equal opportunity of all employees and all potential learners.

- As such, all personnel decisions will be based on qualifications, merit and ability.
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- Any decision in relation to employment will not be influenced by any of the aforementioned areas outlined within in the purpose of this policy
- Recruitment decisions will not be influenced by any of the above areas of discrimination.
- We will ensure that discrimination on these grounds will neither occur deliberately or indirectly.
- To reiterate the purpose of the policy, all recruiting decisions will be based on merit, abilities and qualifications.


5 Responsibility

- Each and every member of St John Ambulance has a personal responsibility for the implementation of this policy.
- This includes treating peers and learners with dignity and respect.
- Members also have a responsibility to draw the attention of management to discriminatory practices or areas where they believe individuals have been treated unfairly under the above aforementioned grounds.

6 Procedure

Anyone who feels they have been treated unfairly in any decision, such as promotion, training, conditions of membership or any other area should follow the grievance procedures.

All cases of discriminatory allegations will be promptly investigated.
Any member found partaking in any form of discrimination shall be subject to disciplinary action, up to and including dismissal

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7 Documentation and References

7.1 Abbreviations
NA

7.2 References
NA