

**Jet Coast Development Trust Ltd.**  
**A “not for profit company” limited by guarantee**

**EQUAL OPPORTUNITY POLICY**

- 1. JET COAST DEVELOPMENT TRUST STAFF WILL BE SELECTED, TRAINED AND ASSESSED SOLEY ON THEIR SUITABILITY OR POTENTIAL FOR THE POSITION. NO ONE WILL RECEIVE LESS FAVOURABLE TREATMENT THAN THEIR FELLOWS ON GROUNDS OF RACE, GENDER, AGE, CREED, DISABILITY, SEXUAL ORIENTATION OR MARITAL STATUS.**
  
- 2. JET COAST DEVELOPMENT TRUST MEMBERS AND STAFF WILL PAY DUE REGARD TO THE SPECIAL NEEDS OF COLLEGUES AND CLIENTS, INCLUDING THOSE WITH PHYSICAL, SENSORY OR LEARNING DISABILITIES WHO MAY REQUIRE SPECIFIC SUPPORT.**
  
- 3. ALL TRANSACTIONS CARRIED OUT BY JET COAST DEVELOPMENT TRUST ITS MEMBERS AND STAFF WILL BE IN COMPLIANCE WITH THE FOLLOWING :  
THE RACE RELATIONS ACT 1976  
THE SEX DISCRIMINATION ACT 1976 & 1986  
THE DISABILITY DISCRIMINATION ACT 1995  
EQUAL PAY ACT 1983  
SEX DISCRIMINATION REGULATIONS 1999 (GENDER REASSIGNMENT)  
CODE OF PRACTICE FOR AGE DIVERSITY IN EMPLOYMENT  
THE PROTECTION FROM HASSASSMENT ACT 1997  
EMPLOYMENT EQUALITY (AGE) REGULATIONS 2006**
  
- 4. ALL WORKING PRACTICES AND PROCEDURES WILL BE DETAILED TO ENSURE THAT THIS POLICY IS IMPLICIT.**
  
- 5. ALL ASSESSMENTS AND MONITORING PROCEDURES WILL INCLUDE REFERENCE TO THIS POLICY AND STRATEGY STATEMENT AND WILL PROBE THE EMPLOYEE/CLIENT TO ENSURE COMPLIANCE.**
  
- 6. THE DIRECTORS OF JET COAST DEVELOPMENT TRUST WILL BE REQUIRED TO DEMONSTRATE THEIR COMPLIANCE ANNUALLY AND REPORT ON ANY PLANS TO OVERCOME POTENTIAL THREATS TO THIS POLICY.**