



Joint Epilepsy Council

Working Together for Epilepsy

EQUALITY AND DIVERSITY POLICY

POLICY STATEMENT

- The Joint Epilepsy Council of the UK and Ireland (JEC) is committed to demonstrating good practice in equality and diversity and aims to encourage culture that respects and values difference, that promotes dignity, equality and diversity and that encourages individuals to develop and maximise their potential.
- The policy covers provisions of race (which includes colour, nationality ethnic or national origin), religion and belief, age, gender, gender reassignment, sexual orientation, marital or civil partnership status, pregnancy and maternity, and disability.
- The JEC aims to remove any barriers, bias or discrimination that prevent individuals or groups from contributing fully to our organisation's objectives and to develop an organisational culture that positively values diversity.

LEGAL FRAMEWORK

The Equality Act 2010 came into effect on 1st October, 2010, bringing together and replacing previous provisions such as the Disability Discrimination Act, the Equal Pay Act and the Sex Discrimination Act under one piece of legislation and in some respects extends the current equality law, with the aim of making the law more accessible and easier to understand.

The JEC Equality and Diversity Policy has been developed within this framework.