

Equal Opportunities Policy -2020

Part A: Statement of Values and Equal Opportunities

- 1 The Ellesmere Centre (*hereafter called the Centre*) is an organisation established to ensure equality to all of our users.
- 2 The Centre recognises our society as diverse in race, culture, faith and other beliefs, sexuality, abilities, gender and age
- 3 The Centre is committed to challenging oppression and prejudice and aims to promote both diversity and full access to opportunities in all areas of its work and structures
- 4 The Centre believes:
 - In working towards a just and participatory society
 - That all people have equal opportunity and responsibility to work towards social justice
 - That priority should be given to working with communities and groups whose full participation in society is limited by economic, political and social disadvantage.
 - That the role of the The Centre is to affirm and enable all people to play an active part in their community, both individually and collectively
- 5 The Centre has a fundamental belief in developing equal opportunities in all areas of its work and structures, and in particular will take positive action in the areas of: representation, services, employment and consultation
- 6 In line with its values and belief, The Centre will:
 - Challenge practices, legislation, and institutions which seek to discriminate against, or deny the rights of, individuals or groups on the grounds of race, gender, sexuality, disability, age, class or geographical location
- 7 The Centre's policy is to take every reasonable step to ensure that no-one connected with The Centre receives less favourable treatment than others on the grounds of race, colour, nationality, ethnic origin, religion, disability, gender, marital status, sexual orientation, age, lack of formal qualifications, responsibility for dependants, ideology, health or medical grounds (including HIV/AIDS related illnesses) or by conditions or requirements which cannot be shown to be justified.
- 8 The Centre aims to develop and implement strategies and positive action programmes to promote its Equal Opportunities Policy throughout The Centre areas of activity and spheres of influence.

Part B: The scope of the policy

1. The policy applies to
 - a) All staff and volunteers
 - b) The Trustee Board
 - c) All sub-committees
 - d) All functions of The Centre
 - e) Members: The Centre shall expect members to endorse and wholeheartedly promote the principles and objectives of The Centre Equal Opportunities.

Part C: Implementation

1. Where applicable, employment practice and procedures shall be followed strictly in accordance with the 2010 Equality Act.
2. This shall be reviewed annually by the Board of Trustees.
3. The Centre agrees that to implement its Equal Opportunities Policy, The Centre needs to facilitate and promote the following initiatives through training of the Trustee Board, volunteers and its membership on
 - a) Recruitment and selection processes
 - b) Interview techniques
 - c) Codes of practice
 - d) The Centre disciplinary and grievance procedures
 - e) Awareness of the implications of the legislation listed above.

Part D: Employment

1. The Centre shall ensure that
 - a) Discussion and in-service training shall be undertaken as necessary for staff, volunteers and the Trustee Board to combat racial and sexual harassment or other forms of harassment/bullying at work.
 - b) Practice and procedures shall reflect the cultural and religious needs of its employees and volunteers.
 - c) As far as is practicable ensure that premises are selected and/or adapted suitably to meet the needs of disabled employees, volunteers, visitors and members.
 - d) All other appropriate measures are taken to ensure job satisfaction as well as the delivery of service to members.

Part E: Review

1. The Centre shall monitor and review annually the effectiveness of its Equal Opportunities Policy.
2. The Centre and its Trustee Board shall monitor and review the composition of the Trustee Board in order to promote as far as possible a broad-based representation that reflects its membership and is in accord with its constitution.
3. The Centre, in monitoring and evaluating the impact of its Equal Opportunities Policy shall pay particular attention to:
 - 3.1. Internal
 - a) Recruitment and selection procedure
 - b) Sub-committees
 - c) Membership of the Trustee Board

3.2. External

- a) Membership
- b) Provision of services
- c) Accessibility of premises used for training and meetings.

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Signed (Chair):.....Date.....
(Print name underneath)

Signed (Trustee):.....Date.....
(Print name underneath)

Signed
(Centre Manager):.....Date.....
(Print name underneath)

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