

Abermule Community Centre Association

Equal Opportunities Policy

1. STATEMENT OF EQUAL OPPORTUNITIES

- 1.1 Abermule Community Centre Association is committed to achieving an environment where all people are made to feel welcome and valued.
- 1.2 We value all individuals irrespective of their age, gender, disability, ethnic origin, religion, language, sexual orientation, political beliefs, socio-economic circumstances, or health (including HIV status).
- 1.3 We will challenge discrimination and promote positive attitudes to equality to benefit all at Abermule Community Centre Association.
- 1.4 These abiding principles should be maintained and promoted in our approach to service users, staff, volunteers, Board of Directors and visitors. Thus, actively encouraging an appreciation, understanding and implementation of equality of opportunity for all.
- 1.5 The policy is reviewed and monitored by Abermule Community Centre Association as required.

2. EQUAL OPPORTUNITIES POLICY

- 2.1 Abermule Community Centre Association's policy will cover the following areas:-
 - Management/governance and individual responsibilities.
 - Service provision.
 - Staff, Volunteers and Board of Directors.
 - Non-compliance.
 - Implementation and Monitoring.

3. MANAGEMENT RESPONSIBILITIES

Abermule Community Centre Association's Board of Directors have overall responsibility for the implementation and monitoring of this policy, ensuring its effectiveness and dealing with any breaches of the policy, in line with other relevant Abermule Community Centre Association procedures.

- 3.1 Abermule Community Centre Association will undertake that all its policies, services, strategic plans, practices and procedures reflect and incorporate equal opportunities objectives.

4. INDIVIDUAL RESPONSIBILITIES

The policy will be made accessible to all users – displayed in the Centre and copies given to all groups.

1. It is expected that all Centre users put into practise the principles of equality at Abermule Community Centre Association. Non-compliance with the policy will be taken seriously and dealt with in accordance with Abermule Community Centre Association procedures.

5. SERVICE PROVISION

Abermule Community Centre Association aims to provide appropriate and accessible services to all the community. We seek to achieve this through the following means:-

- Providing a wide range of services to the diverse communities, in response to identified need.
- When determining new services taking account of identified and unmet local need.
- Delivering services to promote social-inclusion and to reduce social-exclusion.
- Delivering services in line with local and national strategies and initiatives.
- Consulting with users, service providers and non-users – to inform changes of the programme.
- Annual evaluation and monitoring, subsequently reviewing services and implementing change as appropriate.
- Setting and adhering to realistic targets for services.
- Ensuring that the building is DDA compliant.
- Ensuring that all publicity regarding services is accessible – including large type, Braille, translations.
- Ensuring that all other organisations delivering services at Abermule Community Centre Association are aware of and implement Abermule Community Centre Association's Equal Opportunities policy.

6. STAFF, VOLUNTEERS/WORK PLACEMENTS AND BOARD OF DIRECTORS

- 6.1 As an employer it is unlawful to discriminate directly or indirectly on the grounds of gender, marital status, disability, race, religion, ethnic origin or sexual orientation. Abermule Community Centre Association will renew and update employment practises in line with legislative changes. To avoid direct or indirect discrimination and harassment we will implement the following: –

8.

NON-COMPLIANCE

- Any volunteer or Board of Trustee member, who feels that s/he has been harassed or discriminated against on the grounds of age, gender, race, religion, disability,

marital status, or sexual orientation, has the right to refer the matter to the Centre Warden or to use the Centre Grievance Procedure if appropriate.

- Any persons who is in breach of the policy at work, will be dealt with in accordance with the Abermule Community Centre Association grievance Procedure.
- Any person in breach of the policy will be investigated in line with Abermule Community Centre Association grievance procedures.
- Any Board of Trustee member who breaches the policy will be referred to the Chair for investigation and if the allegations are proven will be dealt with in line with Abermule Community Centre Association personnel procedures and may have their rescinded.

a. IMPLEMENTATION AND MONITORING

- As stated above each individual has responsibility for implementing the policy in their involvement with Abermule Community Centre.
- An Action Plan will support the implementation of the policy with clearly defined action, time scale and responsibility.
- The implementation and Action Plan will be monitored by the Centre Chair and findings reported to the Board.
- Any relevant legislative changes will be implemented.
- The policy will be reviewed on an annual basis by Abermule Community Centre Association's policies and procedures sub group.

This policy shall be reviewed on an annual basis to ensure compliance with statutory regulations and to ensure that it corresponds to the culture and values that Abermule Community Centre wishes to promote.

Last Review: August 2018
Signed: Leon Shearer (Chair)