

## **Equal Opportunities Policy**

Last Updated 16 January 2017 - See Management Committee Minutes for details of changes

Last Reviewed January 2020

**We live in a wide-ranging society where people are discriminated against both intentionally and unintentionally because of their race, skin colour, ethnic origin, religion, cultural beliefs, nationality, national origin, gender, sexuality, age, physical or mental health and disabilities.**

**We recognise that any of the above groups of people can experience discrimination and as we are opposed to this situation, we will take steps to challenge it. The New Dawn Child Contact Centre states its intention to work for the furtherance of equal treatment in volunteering, employment, service provision, committee structure and membership.**

The aim of our policy is to ensure that no-one receives less favourable treatment on the grounds of race, skin colour, ethnic origin, religion, cultural beliefs, nationality, national origin, gender, sexuality, age, physical or mental health or disabilities; or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

1. We recognise that Child Contact Centres exist within a multi-cultural, multi faith society and we work proactively to reflect this.
2. We value and respect all individuals using the Child Contact Centre, both clients and volunteers, regardless of age, race, skin colour, ethnic origin, religion, cultural beliefs, nationality, national origin, gender, sexuality, physical or mental health or disabilities.
3. We will aim to ensure that our service provision is appropriate, relevant and accessible to all groups of people represented in the community.
4. We will ensure that no members of staff, management committee members, volunteers or any of the families experiences unfair or unlawful discrimination.
5. Within the limits of the accommodation provided, no client with physical disabilities will be denied a place at the Child Contact Centre
6. Volunteering opportunities are open to all, within the context of our local community. We will endeavour to recruit from all groups and to take action to increase the number of volunteers from underrepresented groups.
7. Members of staff will exercise thoughtfulness and care to avoid stereotyping of individuals and groups.
8. Any racist or other offensive remarks or behaviour will not be tolerated and always challenged and the person making the comments will be asked to leave.
9. If you feel you have been discriminated against, please use the New Dawn Child Contact Centre's complaints procedure.
10. We will ensure that all Child Contact Centre users and referrers are aware that we have an equal opportunities & diversity policy, which they can see upon request.
11. This policy will be regularly reviewed and updated.

### **Diversity Statement**

Our organisation is firmly committed to diversity in all areas of its work. We believe that we have much to learn and profit from diverse cultures and perspectives and that diversity will make our organisation more effective in meeting the needs of all our community.

We are committed to developing and maintaining an organisation in which differing ideals, abilities, backgrounds and needs are fostered and valued and where those with diverse backgrounds and experiences are able to participate and contribute.

We will regularly evaluate and monitor our progress towards diversity.

### **End of Equal Opportunities Policy & Diversity Statement**