

Knucklas and District Community Centre

Diversity and Equal Opportunities Policy

It is the policy of Knucklas and District Community Centre to aim to provide equality to all users, volunteers and employees, irrespective of:

1. Gender, marital or family status
2. Religious belief or political opinion
3. Disability
4. Race or ethnic origin
5. Nationality
6. Sexual orientation

We are opposed to all forms of unlawful and unfair discrimination. All users of the centre, volunteers, employees and job applicants (actual and potential) will be treated fairly and selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

We are committed to:

Preventing any form of direct or indirect discrimination or victimisation

Promoting equal opportunities for women and men

Promoting equal opportunities for people with disabilities

Promoting equality opportunities for ethnic minorities

Promoting a good and harmonious working environment where all men and women are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated

Fulfilling all legal obligations under the relevant legislation and associated Codes of Practice

Taking any necessary positive/affirmative action, including setting goals and timetables

ANNEX to the policy

Direct discrimination occurs when a person is treated less favourably than another on the grounds of their sex, marital status, religious belief, political opinion, race, nationality or ethnic/national origin.

Indirect discrimination can occur when a requirement or condition, which can not be justified on grounds other than sex, marital status, religious belief, political opinion, race, nationality or ethnic/national origin, is applied equally but has the effect in practice of disadvantaging a considerably higher proportion of persons in one or other of the above groups.

All users, volunteers and employees have an individual responsibility for ensuring equality of opportunity and adherence to this policy.

We continuously review this Policy, together with all of our other policies and practices to maintain our focus on equality of opportunity. To ensure that this Policy and other procedures are operating effectively, we will continue to monitor and measure the records of our volunteers and employees and ensure that any patterns or trends are identified and resolved.

This policy was adopted on the 26th day of November 2012