

Stafford North End Community Association Equality and Diversity Policy

Introduction

Stafford North End Community Association is committed to encouraging a supportive and inclusive culture amongst its community by creating a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful. This policy reinforces our commitment to providing equality and fairness to all our hirers and volunteers and to avoid less favourable facilities or treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

Our Commitment

Our aim is to ensure that all hirers and volunteers are given equal opportunity and that our organisation is representative of all sections of society. All hirers and volunteers will be treated fairly and with respect and when we select candidates for the Management Committee or other volunteer positions, it will be based on their aptitude and ability.

We are committed to:

- Creating an environment in which individual differences and the contributions of everyone are recognised and valued.
- Creating an environment that promotes dignity and respect for everyone.
- Not tolerating any form of intimidation, bullying, or harassment, and to avoid hiring the facility to those that breach this policy.
- Promoting an inclusive culture for all our community and the people that we serve.
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Encouraging everyone to be treated with dignity and respect.
- Regularly reviewing all our practices and procedures so that fairness is always maintained.

The community's responsibilities

All hirers, volunteers and centre event attendees are required to assist us in meeting our commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination.

We consider acts of discrimination, harassment, bullying or victimisation as unacceptable behaviour and hirers supporting this behaviour will result in the centre not being available to hire to those persons in the future.

Signed: (On behalf of the Management Committee) _____

Name: