



SDCC Equal Opportunities Policy & Procedure

Introduction

SDCC (the Charity) Accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

SDCC IS COMMITTED to taking positive steps to ensure that:

- ✓ all people are treated with dignity and respect, valuing the diversity of all;
- ✓ equality of opportunity and diversity is promoted;
- ✓ services are accessible, appropriate and delivered fairly to all;
- ✓ the mix of its employees, volunteers and management team members reflects, as far as possible, the broad mix of the population of our local community;
- ✓ traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

POLICY

This policy applies to all Trustees, staff, volunteers, management team members, users and the general public.

Commitment

Equality and diversity are central to the work of our Charity. We will treat all people with dignity and respect, valuing the diversity of all and will promote equality of opportunity and diversity. SDCC will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

SDCC will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. SDCC's goal is to work towards a just society free from discrimination, harassment and prejudice.

The Charity aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

SDCC aims to:

- ✓ Provide services that are accessible according to need.
- ✓ Promote equality of opportunity and diversity in volunteering, employment and development;
- ✓ Create effective partnerships with all parts of our community.

Objectives

SDCC's objective is to realise its standards by:

- ✓ Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- ✓ Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- ✓ Ensuring all involved are representative of the community served and that policies are fair and robust;
- ✓ Responding to peoples needs and encouraging their development to increase their contribution to effective service delivery;
- ✓ Recognising and valuing the differences and individual contribution that all people make to The Charity.
- ✓ Challenging discrimination;
- ✓ Providing fair resource allocation;



✓ Being accountable.

Why have this policy?

SDCC recognises, respects and values diversity in its Trustees, volunteers and service users. We have this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for The Charity.

PROCEDURE

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in The Charity or using the services and sets out the way they can expect to be treated. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and management team.

Method of Implementation

SDCC intends to implement this policy by:

- ✓ Ensuring that it is a condition of paid employment in The Charity;
- ✓ Ensuring that Trustees, Management team, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be told where to access this policy as part of their induction;
- ✓ Actively encouraging Trustees, management team and volunteers to participate in anti-discriminatory awareness and, making time to understand more about this subject.

Monitoring and Reviewing

SDCC has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management team will review the policy annually

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