

Brighter Futures

EQUAL OPPORTUNITIES POLICY



1. Aims of Policy

The policy aims to challenge discrimination in all areas of our Organisation. We aim to ensure that Brighter Futures Rhyl and all our member organisations, projects and activities reflect and meet the needs of the local community and incorporate equal opportunities into all areas of our work.

2. We aim:

To ensure that the decision making processes of Brighter Futures Rhyl reflects the make up of the local community and the membership of "members".

To establish good links with organisations and groups which reflect the cross section of the community.

To ensure, within our power that premises are accessible for all members of the community, where we can't do this we will take steps to secure funding to make changes required.

To increase awareness within Brighter Futures Rhyl's membership of the needs of those who face discrimination and the effects of discrimination in society in general.

To pay attention to equal opportunities; in all areas of our services and work and ensure that "people are treated differently to ensure their opportunities are the same as everyone else".

3. Statement of Intent

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin, gender, physical, sensory or mental disability, marital status, age, social class, religious belief, sexual orientation, employment and status.

Accordingly, we are strongly committed to positive action to remove/counter discrimination in all aspects of our work - in our practice as employers, in the way we work with other organisations, and in all our work with our peers.

4. Implementation

Equal opportunities will be considered in all aspects of the work of the Group.

This will be reviewed regularly and monitored for effectiveness. Language or behaviour designed to be offensive to any of the groups outlined in our statement is unacceptable and will not be tolerated in any aspect of our work.

Where contracts, job descriptions or codes of conduct are published these should explicitly state that discriminatory language or behaviour is not acceptable.

The membership of the organisation will be reviewed regularly to identify which communities are under represented. We will also review the image and work of the group regularly.

We aim to ensure that Brighter Futures Rhyl is accessible to all members of the community equally. To achieve this end we will when appropriate consider holding open days to promote our work, producing specialist information for certain groups, translating written material to other languages and consulting groups on how to make Brighter Futures Rhyl more relevant to those facing disadvantage.

We aim to ensure that the premises are physically accessible to all members of the community. We will obtain specialists advice to make the building accessible to those with disabilities and wherever possible and viable to undertake conversion work as appropriate.

5. Training

Training and development opportunities will be given equally to any employee/volunteer within the same grade or level of responsibility and every employee/volunteer has the opportunity to discuss career development and CPD training with the committee.

Training delivery - every attempt is made to ensure learning materials, where possible, portray positive images of people while also reinforcing anti discriminatory language and images of all individuals and groups.

Equal opportunities will be considered in all activities and resources. It is crucial that all volunteers are able to participate and enjoy the activities without discrimination. Brighter Futures Rhyl has an important role to play in promoting voluntary work without discriminatory practice in voluntary work practice. All activities will strive to promote non-stereotypical traditions, values and environments.

6. Decision Making Processes

We aim to reflect the make up of the community in the decision making processes of Brighter Futures Rhyl and will actively encourage members of groups suffering discrimination to be involved in the decision making processes.

The Brighter Futures Rhyl will actively encourage members of groups from all sectors of the community to offer themselves for election to join the committee and/or other decision making or advisory sub committees that may be established.

If the management committee or decision making processes should be found to be unrepresentative Brighter Futures Rhyl may consider co-options or reserved places for those who can make a special contribution. This will be fully discussed by all management committee members.

Consideration will be taken when arranging any meeting to ensure that it is as accessible as possible.

Equal opportunities training needs for management will be reviewed and arranged as appropriate.

7. Employment Policy

Equal opportunities are vital in staff recruitment. It is essential that all posts are advertised openly within the area of benefit and that agreed selection procedures will be drawn up.

8. Monitoring, review and responsibility

The management committee will be responsible for implementing the equal opportunities policy. This may be delegated to a sub group.

Any complaint or grievance should be made to the committee who will refer the matter to the chair of the group or any sub group allocated with the responsibility and powers to investigate and handle complaints.

Equal opportunities strategies need to be regularly reviewed and monitored. All aspects of the policy should be monitored as an ongoing practice – this should be built into all procedures as they are developed and implemented - for example as part of the recruitment process, publication process and activity programmes of projects. An annual major review will be carried out by the management committee.