

Congo Church Association (“CCA”)

Equal Opportunities Policy & Procedures

Approved by the Board on	Due for review on

INTRODUCTION

Congo Church Association [CCA]:

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.

RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the law, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

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 trustees, committee members and associates is broad as possible.

POLICY

This policy applies to all trustees, committee members and associates.

Commitment: Equality and diversity are central to the work of CCA.

CCA will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It 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.

It 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. CCA’s goal is to work towards a just society free from discrimination, harassment and prejudice. CCA aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims: CCA aims to:

- Promote equality of opportunity and diversity in volunteering, employment and development;
- Create effective partnerships with all parts of our community.

Objectives

CCA’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 beneficiary community to promote equality of opportunity in line with the objectives of this policy;
- Recognising and valuing the differences and individual contribution that all people make to CCA;

- Challenging discrimination;
- Providing fair resource allocation;
- Being accountable.

Why have this policy?

CCA recognises, respects and values diversity in its trustees, committee members and associates.

CCA has 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 CCA.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of trustees, committee members and associates and sets out the way they can expect to be treated in turn by CCA. The overall responsibility for ensuring adherence to and implementation of this policy lies with the trustees and committee members.

Method of Implementation

CCA intends to implement this policy by:

- Ensuring that trustees, committee members and associates are made aware, understand, agree with, and are willing to implement, this policy. All trustees and committee members will be given a copy of this policy as part of their induction;
- Monitoring the services, publicity and events provided by CCA, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

CCA 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 committee will review the policy annually.