

# **Equal Opportunities Policy**

**Leasowe Community Centre Trust** fully supports the principle of equal opportunities in employment and service provision and opposes all forms of unlawful or unfair discrimination on grounds of age, class, race, colour, cultural or national origin, disability, financial status, gender, marital status, sexual orientation, political/religious beliefs.

Leasowe Community Centre Trust believe that it is in the best interests of the Association and all those who work and volunteer in the association to ensure that human resources, talent and skills available throughout the community to which we serve are considered when employment opportunities arise.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that all decisions taken in recruitment, promotion, career management are taken solely on objective related criteria.

We aim to provide support, to all members who feel that they have received unfair treatment. As such our complaint procedure is openly accessible to all.

## **AIMS**

The Leasowe Community Centre Trust will be pro-active in making this policy fully effective with the following aims:

1. Will work to ensure that no employee, volunteer, job applicant, current or prospective user of its service is placed at a disadvantage by reason of age, class, race, colour, cultural or national origin, disability, financial status, gender, marital status, sexual orientation, political/religious beliefs or by requirements or conditions which cannot be shown to be justifiable on other grounds.
2. Will ensure that employees, job applicants and committee members demonstrate the ability to understand and implement the policy at a level and in a manner appropriate to the work undertaken.

3. Will particularly market services to under-represented groups so that they are fully aware of Leasowe Community Centre Trusts' work and encourage them to be involved in the regeneration process.
4. Will strive to achieve as wide a representation as possible on its Board of Trustees and other committees, through co-option if necessary.
5. Training on Equal Opportunities and related matters are planned annually and are compulsory for all members of staff.
6. Any publicity materials will be sensitive and reflect the diverse society we live in.
7. Leasowe Community Centre Trust Board of Trustees will review and evaluate the effectiveness of the policy and practice annually.

Leasowe Community Centre Trust adheres to the legal requirements set out in the following acts:-

- Sex Discrimination Act 1975, 1986
- Race Relations Act 1976
- Disabled Persons (Employment Acts 1944, 1988)
- Fair Employment Acts 1976, 1989
- Rehabilitation of Offenders Act 1976
- Equal Pay Act 1970, 1983
- Employment Act 1990

The above legislation each has a Code of Practice, which set standards to be achieved to ensure equality of opportunity in employment. These codes do not have the force of the law but are approved by Parliament and Industrial Tribunals in considering relevant cases will take their provisions into account.