

EQUAL OPPURTUNITIES POLICY

1. Statement of Intent

Coalville Education Partnership is an organisation committed to Equal Opportunities and opposed to discriminatory practice. We recognise there is widespread discrimination in society against different groups of people. This discrimination can be either direct or indirect, but in either form it devaluates and excludes the individuals or groups who experience it.

We are opposed to all forms of discrimination, and believe that we have a responsibility to take all necessary action to prevent discrimination within our organisation.

We aim to ensure policies, practices and procedures reflect the best examples in anti-discriminatory practice and that all those with whom we have contact such as employees, potential employees, volunteers, users and others experience genuine equality of opportunity.

We recognise that a written policy will not in itself ensure equality of opportunity. This can only be striven for by a constantly renewed commitment to non-discriminatory practice and regular review and monitoring of our policy and its implementation.

2. Policy

2.1 Scope

No person using the facilities of Coalville Education Partnership will be treated less favourably on the grounds of:

- Age
- Disability
- Gender or Gender Reassignment
- Marriage or Civil Partnership
- Pregnancy or Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

2.2 Recruitment

Coalville Education Partnership will seek to recruit staff and volunteers from all sections of the community, and no applicant will be treated less favourably on any of the grounds listed above. Coalville Education Partnership is a Christian based organisation, and all potential staff members and volunteers will be made aware of that; however applications for paid and unpaid work will be welcome from persons of any faith, or no faith.

2.3 Partnerships

In entering into partnership with other agencies, Coalville Education Partnership will seek a mutual commitment to Equal Opportunities.

2.4 Feedback

Feedback on the implementation of the policy and procedures is welcomed by management. Coalville Education Partnership will incorporate into its management structure the ideas and feedback from its paid staff, volunteers and client group.

2.5 Positive Action

Where possible, Coalville Education Partnership will take positive action to help people facing barriers because of their membership of the groups listed in 2.1 above, to overcome those barriers and achieve their potential. The organisation will strive not just to offer all their facilities to everyone, regardless of those characteristics, but also to make positive efforts to overcome barriers to make our facilities and services as inclusive as possible.