



EQUALITY AND DIVERSITY

STATEMENT OF INTENT

Centre 70 (C70) declares its intention not to discriminate against anyone on the grounds of:

- (a) age;
- (b) disability;
- (c) race, colour, ethnic or national origins;
- (d) religion or belief;
- (e) gender or gender reassignment;
- (f) sexual orientation;
- (g) marital or civil partnership status;
- (h) pregnancy or maternity;
- (i) class;
- (j) caring responsibility.

In furtherance of this, Centre 70 will take positive steps to promote equality in the areas of:

- management
- recruitment and employment practices for paid staff
- recruitment and use of volunteers
- service provision
- instruction of experts/third parties
- opportunities for relevant training for employees and volunteers

C70 and its working groups intend to actively monitor and review the implementation of this policy. C70 believes these intentions are implicit in its constitution.

To ensure that the Equality and Diversity Policy is implemented, C70 has established the following policies:

- This Policy Statement on Equality and Diversity will be prominently displayed in the entrance lobby, and will be signed annually by all Board of Trustee members.
- C70s Board of Trustees and its sub-committees/sub-groups will regularly and actively monitor, and **will annually review**, the implementation of this policy, and will receive reports on any breach or alleged breach of these provisions. When reviewing the policy the Board will consider the outcome of monitoring and will take remedial action if non-compliance under this policy or barriers to equal opportunities are discovered.
- **The Chair of the Board of Trustees is responsible for the Equality and Diversity policy and its effective implementation.** It is the responsibility of the Board of Trustees to support and communicate the Policy. All workers must accept their personal responsibility to comply with the policy.
- It is the responsibility of each individual project leader to ensure that the C70 Equality and Diversity Policy is also reviewed in conjunction with the client base held for each project, together with the composition of the staff and volunteers working within the project.
- All those involved in the recruitment of new staff or of volunteers should be provided with training to ensure that they understand their responsibilities under the policy of C70 and the relevant legal requirements. (See also section B)

C70 will take appropriate disciplinary action against any worker who fails to follow the Equality and Diversity Policy. Disciplinary offences include deliberate acts of discrimination or harassment.