

# **KNOCK CHILD CONTACT CENTRE**

## **Equal Opportunities and Diversity Policy**

We live in a wide-ranging society where people are discriminated against, both intentionally and unintentionally, because of their race, skin colour, ethnic origin, religious belief or political opinion, nationality, national origin, gender, sexuality, age and people with disabilities who are discriminated against due to lack of understanding about their capabilities and experiences.

We recognise that any of the above groups of people may experience discrimination and as we are opposed to this situation, we will take steps to challenge it.

The Knock Child Contact Centre (KCCC) states its intention to work for the furtherance of equal treatment in volunteering, employment, service provision and committee structure.

The aim of our policy is to ensure that no-one receives less favourable treatment on the grounds mentioned above of race, skin colour, ethnic origin, religious belief or political opinion, nationality, national origin, gender, sexuality, age and people with disabilities; or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

1. We recognise that KCCC exists within a multi-cultural, multi-faith society and we work proactively to reflect this policy.
2. We value and respect all individuals using KCCC, both clients and volunteers, regardless of age, race, skin colour, ethnic origin, religious belief or political opinion, nationality, national origin, gender, sexuality, and people with disabilities.
3. We will aim to ensure that our service provision is appropriate, relevant and accessible to all groups of people represented in the community.
4. We will ensure that no member of staff, management committee member, volunteer or any of the families experiences unfair or unlawful discrimination.
5. Within the limits of the accommodation provided, no client with physical disabilities will be denied a place at the KCCC.
6. Volunteering opportunities are open to all, within the context of our local community. We will endeavour to recruit from all groups.
7. Volunteers will exercise thoughtfulness and care to avoid stereotyping of individuals and groups.
8. Any racist or other offensive remarks or behaviour will not be tolerated and always challenged and that person will be asked to leave.

9. If you feel you have been discriminated against, please use the KCCC's complaints procedure.
10. We will ensure that all KCCC users and referrers are aware that we have an equal opportunities & diversity policy, which they can see upon request.
11. This policy will be reviewed annually as required.