



Caring and Sharing Rochdale

Equality, Diversity, and Inclusion Policy

Equal Opportunities Statement

Statement

The Management Committee, staff/volunteers and students of Caring and Sharing Organisation are committed to equality of opportunity across all facets of their endeavours. They will not accept practices which intentionally or unintentionally discriminate against anyone on the grounds of colour, race, religion, nationality, marital status, gender, sexual orientation, disability, age or language. They recognise that personal relations of respect, trust, honesty and openness underpin equality of opportunity.

The Caring and Sharing Organisation warmly welcomes all children, young people and families interested in our organisational activities. In our promotional materials, we are vigilant in monitoring language and imagery to prevent any potential offence or stereotyping related to religion, nationality, marital status, disability, sexual orientation, or age. All practices, whether deliberate or inadvertent, that discriminate against individuals based on factors such as colour, race, religion, nationality, marital status, gender, sexual orientation, disability, age, or language are vehemently opposed. The organisation understands that fostering personal relationships grounded in respect, trust, honesty, and transparency is fundamental to upholding equality of opportunity.

Inclusivity

The Caring and Sharing Organisation warmly welcomes all children, young people, and families interested in participating in our activities.

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If you have any queries in relation to equal opportunities, our designated officer is Nicky Iginla.



Signed: on behalf of the Management Committee

Date:21/07/2023.....

Equal Opportunities Policy

Caring and Sharing Organisation recognises the fundamental importance of equal opportunities both as an employer and in our capacity within our local community.

Consequently, we exercise utmost diligence in treating each individual with due regard for their inherent worth.. We recognise that everyone has a personal responsibility for the positive application of equal opportunities and that equality of opportunity is fundamentally about fairness and respect. It is achieved by ensuring that discriminatory behaviour, in any form, is not tolerated.

We are totally committed to the principle of equal opportunities and to creating a working environment in which everyone is treated with dignity and respect, and which is free from unlawful discrimination, victimisation or harassment on the ground of:

- Colour, race, nationality or ethnic origin.
- Sex, marital status or gender reassignment.
- Disability of any kind.
- Sexual orientation.
- Age.

Our commitment to all aspects of our organisation includes:

- Recruitment and advertisement of jobs/volunteering opportunities.
- Terms and conditions of employment.
- Training, personal development and progression.
- Grievance and disciplinary procedures.
- Relationships between members of staff and volunteers.

Such values require a commitment from staff, trustees, members and volunteers to accept a code of conduct which:

- Encourages respect for every individual.
- Encourages collective action to challenge prejudice and the structures that perpetuate it.
- Challenges stereotyped images internally and externally and, in their place, promotes positive images.
- Declares as unacceptable any language, action or belief which is prejudiced or which encourages prejudice in others.

- Does not tolerate any form of behaviour which is derogatory, degrading or insulting to other persons or groups on the ground of race, gender, reassignment, disability, religion, culture, political beliefs, sex, sexual orientation or age.
- Creates an environment in which individual differences and the contributions of all our trustees, members and volunteers are recognised and valued.


In addition:

- Everyone is entitled to an environment that provides dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- All will be recruited, selected and trained on the basis of the objective criteria.

We take this policy very seriously, and therefore a breach of this policy is considered to be gross misconduct and disciplinary action, including dismissal for serious offences, will be taken against those who do not comply with it. If you have any queries regarding this policy, please contact the equal opportunities officer below.

Equal opportunities officer:Nicky Iginla.....

Adopted by the Management Committee

Signed:

Date:21/07/2023.....

Date implemented	Future review dates						
	2018	2019	2020	2021	2022	2023	2024
Date reviewed							
Date approved by trustees							