

Equality and diversity are central to the work of CCA.

CCA will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. CCA's goal is to work towards a just society free from discrimination, harassment and prejudice. CCA aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

- CCA aims to: provide services that are accessible according to need;
- Promote equality of opportunity and diversity in volunteering, employment and development;
- Create effective partnerships with all parts of the community.

CCA's objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in its performance to meet the needs of individuals and groups;
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- Ensuring that trustees are representative of the community served;
- Recognising and valuing the differences and individual contribution that all people make to CCA;
- Challenging discrimination;
- Providing fair resource allocation;
- Being accountable.

Why have this policy?

CCA recognises, respects and values diversity

CCA has this policy because it is a people-led organisation that must always ensure it meets the needs of the community.

Procedures

The overall responsibility for ensuring adherence to and implementation of this policy lies with the CIO trustees;

The trustees will monitor the services and publicity provided by the CIO, to ensure that they are accessible to all sections of the population and do not discriminate, and take active steps to ensure that participation is representative.

Monitoring and Reviewing

CCA has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The trustees will review the policy annually.

Date agreed by trustees: ?