

EQUALITY & DIVERSITY POLICY STATEMENT

The aim of this policy is to communicate the commitment to the promotion of equality of opportunity at **Craig Collinson**.

It is our policy to provide equality of membership to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All members of **Craig Collinson** and our clients will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit **Craig Collinson**. Our equal opportunities policy will help staff and clients to develop their full potential and the talents and resources of staff and clients will be utilised fully to maximise the effectiveness of **Craig Collinson**.

Craig Collinson is committed to the principles and practice of equality and values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

EQUALITY COMMITMENTS

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

COMPLAINTS

Members and Clients who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter verbally or in writing to:

Mrs Pamela Collinson - Operations Director
Craig Collinson
4 Pullman Terrace
LOUTH
Lincolnshire LN11 0NH

Tel: 0333 200 0706 / 07970 440976
e-mail: pam@craigcollinson.co.uk

All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

For further information contact the Equality Commission for Northern Ireland who can provide free and confidential advice and guidance on promoting equality of opportunity.
Enquiry line: 028 90 890 890 (for all information and advice enquiries)

Pamela Collinson
Operations Director – April 2018