



Duxford Community Centre

A Charitable Incorporated Organisation. Registered Charity Number: 1157964

Equal Opportunities Policy

Equal opportunity statement

Duxford Community Centre fully accepts and welcome that society consists of many diverse groups and individuals and this diversity is an asset to our community. We also recognise that certain groups and individuals are discriminated against and we are opposed to this.

We recognise that we have a moral and legal responsibility to promote equal opportunities and we will pursue equal opportunities in all our work.

Equal Opportunities Policy

This document has been prepared to set out Duxford Community Centre's commitment and as a statement of its intent. The Policy will be reviewed annually to ensure effective implementation.

Duxford Community Centre is an Equal Opportunities Organisation. It is committed to the development of policies to provide for equality of opportunity in all aspects of its work. We will work to ensure that all our services are provided in a way that promotes awareness of the rights and needs of people from minority groups and enables all people to access them.

Duxford Community Centre Board of Trustees will take whatever steps are necessary including, if appropriate, use of the disciplinary mechanism laid out in the code of conduct, to enforce the Policy. In addition, anyone connected to our organisation, helper, staff member, or volunteer who considers that he/she is suffering from unequal treatment on any grounds may use this policy to bring it to the Board of Trustees attention for action.

The Board of Trustees of Duxford Community Centre will bring to the attention of all members, staff and volunteers the provision of the policy and will provide such training as is necessary to ensure the effective implementation of the policy. The Board of Trustees shall have responsibility for the operation of the policy. However, all staff, volunteers, and members have a duty to do everything they can to ensure that the Policy operates in practice.

Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability, religion or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used. e.g. sexist or racist jokes or terminology that is deemed derogatory.
- No one will be harassed, abused, excluded or intimidated on the grounds of their race, sex, age, nationality, disability, religion or sexual orientation.
- Foul, insulting, abusive and racist remarks will not be tolerated from anyone associated with Duxford Community Centre, and behaviour of this type may lead to expulsion from the Centre. Incidents of harassment will be taken seriously. If the matter cannot be resolved by way of an acceptable apology and an undertaking that the offence will not be repeated, the following action will be taken:
 1. The person in question will be requested to attend a meeting of at least 3 members of the Board of Trustees to explain their actions.
 2. In the case of a helper or volunteer, action may be taken as appropriate and if deemed necessary their involvement with Duxford Community Centre may cease.
 3. In the case of a member of the organisation, membership to the organisation may be withdrawn.

Any directly involved person has the right to appeal against a decision made by the Board of Trustees, who will consider that appeal before a decision is made and that decision will be final.

Further information about Equal Opportunities can be found by going to www.equalityhumanrights.com, the website for the Equality and Human Rights Commission – Equality Commission, Equality Act.

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