

Outreach Angels Equal Opportunities Policy

At Outreach Angels we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including those with additional needs.

To achieve the organisations objective of creating an environment free from discrimination and welcoming to all, the organisation will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each person is valued as an individual without racial or gender stereotyping.
- Not discriminate against people on the grounds of disability, sexual orientation, class, family status or HIV/Aids status.
- Strive to ensure that everybody feels good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all those in the local community.
- Ensure that the organisations recruitment policies and procedures are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act 2010.
- We will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging people in discussion, by displaying positive images of race and disability, and through our volunteers modelling anti-discriminatory behaviour at all times.

Racial harassment

The organisation will not tolerate any form of racial harassment. The organisation will challenge racist and discriminatory remarks, attitudes and behaviour from the volunteers of the group, from management and from any other adults associated with the organisation.

Promoting equal opportunities

The organisations Equal Opportunities Named Coordinator (ENCO) is appointed. The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The equal opportunities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur

People with additional needs

Our organisation recognises that some people have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each person in consultation with them prior to attending outreach, and will make reasonable adjustments to ensure that they can access our services and are made to feel welcome.