

FARRINGDON DETACHED

YOUTH & COMMUNITY FOOTBALL CLUB



EQUAL OPPORTUNITIES POLICY

Farringdon Detached Youth and Community Club fully accepts and welcomes the fact that society consists of many diverse groups and individuals. The project acknowledges that certain groups and individuals within society are discriminated against through no fault of their own. The project also accepts it has a responsibility and professional duty to positively promote equal opportunities. We therefore wish to declare our commitment to working towards equality in all aspects of the projects work including partnerships, employment and in the delivery of our services.

The project will work within its resources and within the current legislative framework to ensure that:

- Prospective and present workers are afforded fair and equal treatment in relation to recruitment and selection, roles and responsibilities, terms and conditions of employment and staff development and training.
- There is equality of opportunity in terms of the access and involvement in all services.

FDYCC will work to actively combat all forms of inequality. We will also ensure that prospective and present workers and those who use the project are not treated less favourably on the grounds of age, ethnicity, disability, sexuality, gender, marital status, cultural and political beliefs, religion, race, colour and nationality.

FDYCC will develop a procedure that will ensure all service users and workers have access to a voice if they have any concerns regarding treatment from within the project that could be construed or described as a misuse of power.

IMPLEMENTATION OF THIS POLICY

The implementation of this policy is the responsibility of the management committee and all the workers of the project. It is important that all the management committee members and workers are aware of this policy and of FDYCCs aims and objectives.

It is the belief of the management committee that service users must share in these responsibilities and that they should be aware of this policy and of the aims and objectives of FDYCC in order to create a positive organisational culture based on fairness and equality of opportunities.

The management committee will take all reasonable steps within our resources to ensure that this policy is put into practice.

The management committee of Farringdon Detached Youth and Community Club will aim to:

- Develop a programme to publicise the collective and individual responsibilities to equal opportunities by increasing awareness of our principles, values and purpose to all members, workers and service users.
- Review and monitor the delivery of all services to ensure that any barriers to access the identified and all reasonable solutions are implemented.
- Develop strategies that work towards eliminating unequal access to all areas of our work.
- Make sure that all our public information is clear and understandable in formats that widen access.
- Develop a clear monitoring and evaluation framework.
- Encourage all agencies and external bodies with whom FDYCC has contact, to develop 'best practice' with regards to the principles and responsibilities of equal opportunities as outlined in this policy and in our aims and objectives.

- Develop partnership working for training, campaign work, service delivery and public relations with local agencies committed to the values, principles and purpose of FDYCC.
- Ensure that behaviour and language contrary to the spirit of equal opportunities will be discouraged.