

Brighton Unemployed Centre Families Project Induction - Equalities Statement

This applies to all people using the BUCFP, which includes Centre Users, Volunteers, Paid Workers and Contractors.

Recognising Diversity

The BUCFP

- Values and celebrates the diversity of people living and working in Brighton and Hove and surrounding areas, women or man, black or white, of whatever sexual orientation, with an impairment or not, irrespective of age, income, health, belief, life style or ethnic origin. We will openly consult with others to find the best ways of ensuring that our Centre, services and employment practices are as accessible as possible.

Recognises Discrimination

The BUCFP

- ❖ Recognises that certain groups and individuals in society are disadvantaged because of discrimination experienced for example as a result of race, colour, nationality, belief or religion, sexual orientation, gender, family status, physical or mental abilities, health status, age or class, life-style or housing status, people who live on low or no income.

There may be other areas where people experience discrimination and we will work towards an anti discriminatory environment within the Centre.

The BUCFP

- ❖ Further recognises that discrimination can be direct or indirect and takes place at both institutional and personal levels. We recognise and believe that such discrimination is unacceptable and we are committed to ensuring that our policies and practices provide equal treatment for all in terms of employment of paid workers, work with volunteers and in all aspects of our service delivery to centre users.

Equalities Policy

The BUCFP

- ❖ Is committed to both the elimination of unfair discrimination and the promotion of equal opportunities.
- ❖ Has codes of practice in employment and service delivery which are designed to counteract and prevent discrimination.
- ❖ Is committed to monitoring the implementation and effects of this policy and reviewing and updating it at regular intervals.
- ❖ Supports its belief in equal opportunities by linking this policy to existing complaints, disciplinary and grievance procedures.

This equal opportunities policy is written to conform with statutory requirements laid down by legislation as well as the guidance offered and advice offered by the Commission for Racial Equality and the Equal Opportunities For further details of this please contact the BUCFP.