



Marsh House Community Center LU33SR

ATT10TIVE SOCIAL ENTERPRISE CIC Equal Opportunities Statement

Att10tive Social Enterprise accepts that in society, certain groups of people and individuals suffer discrimination. We are positively committed to opposing discrimination against anyone on any grounds, particularly with regards of race, colour, religion, class, age, disability, marital status,

We are also committed to ensuring that our practices policies activities and events are easily accessible to all sectors of the community. We have a positive attitude towards training and development for everyone who we engage with regardless of their status within the community.

Our policy will be to lawfully engage with those most under-represented people and communities to ensure equity and provide opportunities whenever the opportunities arise in compliance with the Equalities Act 2010.

We will endeavour to provide quality services which meet the needs of all our participants including young people and the wider community which we serve. Whenever possible we will try to respond to current and changing needs. This will include seeking the views both of existing and potential users on ways of improving the quality and relevance of our services.

Implementation of our policy

Att10tive Social Enterprise shall promote equality of access to its services by the following means:

- Ensuring that publicity and information material (e.g. leaflets, posters, newsletters, reports) reflect that we live in a multi-racial community
- Liaising closely with organisations working with ethnic minority groups and people with disabilities to bring about a greater understanding of issues and sharing of resources.
- Designing services activities and events so that people from the wider community can benefit from them and positively encouraging them to get involved.

Our policy is that staff, volunteers and people who attend events and activities shall not suffer discrimination on any basis for any reason.

To carry out this policy Att10tive Social Enterprise CIC shall:

- Monitor applicants for voluntary work and who attend events
- Monitor attendees at training sessions.
- Monitor complaints
- Provide training opportunities to volunteers including Equal Opportunities and how to deal with offensive behaviour;

It will be a condition of service that all employees adhere to the equal opportunities policy and failure to do so shall be cause for disciplinary measures to be taken.

The staff and directors are responsible for implementing and monitoring the effectiveness of this policy, but it is the responsibility of every staff member and volunteer is to actively promote equality of opportunity within their own sphere of responsibility.

The work of Att10tive Social Enterprise CIC at times necessitates the highest level of confidentiality. All steps that are practically possible will be taken to ensure that this happens.

Att10tive Social Enterprise acknowledges that we have a duty, both legal and moral, to ensure that we are not unfairly discriminatory in the services we provide.

This policy is binding on all staff, management, committee members and volunteers.

Signed: *M Neufville* **Date 15th August 2024**

Next review 1st Septebmer 2025