

Faith Movement CIO

Equal Opportunities Policy

The Faith Movement Charitable Incorporated Organisation (hereinafter referred to as “the Faith Movement”) is a charity registered in England, number 1188137.

1. Introduction

The Faith Movement is committed to achieving equal opportunities. It respects and values diversity, and is committed to applying equality of opportunity in all its practices and objectives.

The Faith Movement Board of Trustees has overall responsibility for the effective operation of this policy. However, all Trustees, members, volunteers and event participants have a duty as part of their involvement with the Faith Movement to do everything they can to ensure that the policy works in practice.

Trustees of the Faith Movement will bring to the attention of all members, volunteers and participants the existence of this policy.

2. Equal Opportunities Policy Implementation

General activities of the Faith Movement

As a provider of certain services, the Faith Movement accepts responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

We will actively monitor all activities to ensure that we are serving the needs of all communities and groups.

While adhering to the doctrine and practice of the Catholic Church, all Trustees, members, volunteers and participants will work to ensure that no other Trustee, member, volunteer or participant receives less favourable treatment than another on

the grounds of age, ethnic origin, disability, sexual orientation, religion or belief, marital status or gender.

We will encourage our Trustees, members, volunteers and the staff of any organisation working with us to take positive steps to ensure that the needs of minority communities and disadvantaged people are met.

We will listen carefully to what people tell us they need from the Faith Movement and do everything in our power and within our resources to ensure their needs are met. This policy will be reviewed every three years or when new legislation requires it.

Physical access

The Faith Movement will, as far as reasonably practicable, take steps to enable access to premises used for its activities by Trustees, members, volunteers and participants with disabilities.

Recruitment practices

It is vitally important that Trustees, members and volunteers understand the diversity of those who use the services of the Faith Movement.

As far as it lies within our power we will ensure that our recruitment processes are designed to ensure equal access for all.

We will design our Trustees' responsibilities and volunteer job descriptions to allow for as wide as possible a range of transferable experience and qualifications to be taken into account.

In appointing Trustees and volunteers, life experience as well as formal qualifications and work experience is valid.

During a recruitment process, the Faith Movement will take into account the guidelines set out in the relevant legislation.

The number of the Faith Movement's Trustees and volunteers is never likely to be large enough to reflect the full diversity of our users. However, we will do everything we can to ensure that those we do recruit share our belief in the value of everyone and reflect that belief in how they offer themselves for the work of the Faith Movement.

Adopted 19th May, 2021.....

Review May 2023.....

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