

# Equal Opportunities & Diversity Policy & Procedures

**Date of Review:** November 2017

**Date of Next Review:** November 2018

**Chief Executive Officer's Signature:** .....

### **EQUAL OPPORTUNITIES & DIVERSITY POLICY**

Accuro exists to provide a range of services to support local children and adults with a disability and their families.

Accuro is committed to promoting equal opportunities for all people regardless of race, gender, sexuality, disability, age, class or geographical location.

Accuro has a fundamental belief in developing equal opportunities in all areas of it's work and structure and in particular will take positive action in the areas of: representation, services, employment and consultation.

In order to meet the aims of the above, Accuro will:

- Ensure that we become more aware of, and will work to make Accuro members and services more aware of, oppression and inequality and the problems they may cause, how they affect us and the implications for our work.
- Work to increase involvement with other organisations to promote equal opportunities.
- Challenge practices, legislation and institutions which seek to discriminate against or deny the rights of individuals on ground of race, gender, sexuality, disability, age, class or geographical location.
- In particular Accuro will:
- Work to ensure that all of its services are provided in ways that promote awareness of the rights and needs of people with disabilities and people from minority groups and that enable all people to have access to them.
- Work to ensure that all Accuro committees, working groups, staff, volunteers and terms and conditions of employment reflect a range of needs and interests of people from minority groups.

Accuro will regularly review all its policies and practices and will develop and promote good practices in equal opportunities.

## **Equal Opportunities Statement**

- We believe in the inherent worth of each individual and the right of all individuals to participate in society and to achieve their full potential. Every individual has the right to contribute to society.
- We recognise that Britain is a society diverse in race, culture, belief and lifestyles and believe that diversity positively enriches our society.
- We recognise that certain groups and individuals face direct or indirect discrimination in British society because of their sex, race, cultural background, age, class, sexuality, disability, political or religious beliefs or other factors.