

EQUAL OPPORTUNITIES POLICY

STATEMENT OF INTENT

HOME-START CAMDEN RECOGNISES THE DIVERSITY OF PEOPLE IN CAMDEN, AND COMMITS ITSELF TO ENCOURAGE EQUALITY OF OPPORTUNITY IN SERVICE PROVISION, STAFF EMPLOYMENT, RECRUITMENT AND WORK WITH VOLUNTEERS, AND MEMBERSHIP OF THE MANAGEMENT COMMITTEE. NO INDIVIDUAL OR GROUP SHOULD BE DISADVANTAGED OR DISCRIMINATED AGAINST ON THE BASIS OF RACE (ETHNIC OR NATIONAL ORIGIN), CREED OR RELIGION, GENDER, CLASS, FAMILY STATUS, SEXUALITY, AGE, DISABILITY, HIV-AIDS STATUS OR IRRELEVANT PREVIOUS CONVICTIONS.

To achieve this we will:

- Foster an atmosphere of mutual respect which recognises and accepts the diversity of the Camden Community.
- Work towards providing a service which is truly accessible to all Camden families.
- Aim to provide equal treatment to staff and volunteers (actual and potential), Committee and general members.
- Work towards the elimination of all forms of unfair discrimination in all our activities. (By unfair discrimination we mean subjecting people or groups, either actively or by default, to unfavourable treatment which cannot be justified by reference to the policies and priorities of HOME-START Camden of the needs it exists to meet).
- Provide the necessary structures to encourage and enable all those involved with HOME-START Camden to work in a non-discriminatory way.

Service Provision

The aim of our Policy in service provision is to ensure that the services are both relevant and accessible to all groups within the community and to ensure that this Policy is reflected in our publicity and literature by seeking to eliminate all direct and indirect discrimination, cultural bias, racist and sexist phraseology and stereotyping. In recognition of the particular need for HOME-START's service amongst ethnic minority and refugee families in Camden, we aim to ensure these groups receive a service which is sensitive to their needs, including language.

Recruitment and work with Volunteers

The above principles apply equally to the recruitment and selection of volunteers. To reflect the diversity of Camden's population we will take active steps to recruit volunteers from a range of backgrounds. Therefore, publicity shall be wide and, where appropriate targeted. The volunteer

preparation course shall be designed and carried out in such a way that it is accessible to all selected volunteers. It is our responsibility to ensure that volunteers are supervised and supported in a manner that is appropriate to their individual needs.

Premises

Every effort shall be made to select office premises which are accessible to people with disabilities. All Preparation Courses and other activities will be held in premises which are fully accessible.

HOME-START CAMDEN REGARDS THIS POLICY STATEMENT AS INTEGRAL TO ITS WORK. PAID STAFF, VOLUNTEERS AND MEMBERS OF THE MANAGEMENT COMMITTEE ARE REQUIRED TO BE AWARE OF AND ACTIVELY PROMOTE THE POLICY.

**A FULL COPY OF HOME-START CAMDEN'S EQUAL OPPORTUNITIES POLICY AVAILABLE.
IN ADDITION TO THE ABOVE, THE FULL POLICY INCLUDES SECTIONS ON:
Employment, Committee Structure and Membership and Monitoring**