



Diversity and Equal Opportunities Policy

Care for the Carers will strive to promote equality of opportunity and combat all forms of discrimination which people face because of:

- Disability
- Ethnic origin, race, colour or nationality
- Gender reassignment
- Marriage and civil partnership
- Age
- Gender
- Sexual orientation
- Religion or belief
- Pregnancy and maternity

These are known as the “protected characteristics”.

Care for the Carers wholeheartedly supports the principle of equality and diversity in employment. We aim to encourage, value and manage diversity and we recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, it is in the best interest of this organisation to recruit and develop the best people for our jobs from as wide and diverse a pool of talent as possible.

Care for the Carers recognise that many people in our society experience discrimination.

Discrimination can be direct or indirect (where there is a condition, rule, policy or practice that applies to everyone but which particularly disadvantages people with a protected characteristic and cannot be justified).

All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Employees and volunteers have a duty to co-operate with Care for the Carers to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Employees should discuss with their manager any suspected discriminatory acts or practices or cases of bullying or harassment. Volunteers should discuss any concerns with the Volunteer Coordinator.

Care for the Carers aims to create a culture that respects and values each other’s differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation’s performance and to develop an organisational culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated fairly in all aspects of their employment, engagement or whilst volunteering with Care for the Carers.

In addition, Care for the Carers will seek to ensure that:

- When recruiting staff and volunteers, people will be assessed against the agreed person specification alone. There will be no discrimination on the grounds of a protected characteristic.
- It provides equal opportunities for training, career development and promotion for all employees. Furthermore, employees who become carers will be retained in suitable employment wherever possible.
- Its policies, governance structure and directors reflect, as far as is possible, the experience and concerns of a wide cross section of the community.
- All its services and facilities, including language used in documentation and contact with other bodies, will reflect and promote these equal opportunities policies.
- Venues for meetings will be chosen with the needs of all participants in mind. Care for the Carers will ensure that all meetings are accessible and will provide wheelchair access and hearing loops as a matter of course and signers, interpreters, etc. as necessary.
- All Care for the Carers' premises will be wheelchair accessible.
- The costs that carers may incur in attending meetings are recognised and that budgets reflect such costs. Care for the Carers will endeavour to ensure that claims from carers in respect of transport and alternative care costs are reimbursed promptly.

Regular reviews and evaluations of the policy and improvements in practice will take place.

The Chief Executive will be responsible to the Board of Trustees for implementing the policy and reporting on implementation.

Linked Policies:

- Recruitment
- Supervision
- Training
- Employees Who Care
- Anti-Bullying

Policy last reviewed:
January 2021

No one left to care alone

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