

EQUAL OPPORTUNITIES

STATEMENT OF INTENT

This policy is designed to ensure that the operation and practice of every aspect of the club promotes recognition and the personal development of any individual who may be a target of discrimination. This includes discrimination due to culture, religion, gender, age or socio- economic background.

OBJECTIVES

The centre will:

- Promote equal opportunities in all staff development activities
- Increase awareness of the reasons for discrimination
- Ensure that no stereotypes are perpetual through equipment, resources or activities
- Challenge all offensive behaviour and language in an appropriate way.
- Consider equal opportunities in all aspects of the club including:
 1. Activities
 2. Publicity
 3. Recruiting staff/ volunteers/ partners.
 4. Enrolling numbers
 5. Negotiating club disciplinary policy
 6. Staff development
- We shall monitor and review the effectiveness of this policy in:
 1. Meeting the needs of individual club members
 2. Meeting the needs of any individual linked to the club
 3. Meeting the needs of the local community
- The results of the review will be evaluated and appropriate action will be taken.

DIVERSITY STATEMENT

STATEMENT OF INTENT

The Carroll Centre is committed to developing an organisation in which fairness and equality of opportunity is central to our business and our working relationships.

OBJECTIVES

We aim to employ people from a diversity of backgrounds and to treat all our staff with respect and dignity in an environment in which a diversity of backgrounds and experience is valued. All our staff are treated solely on the basis of their merits, abilities and potential regardless of any irrelevant distinction.

We are committed to equality of opportunity in all areas of employment, including recruitment, development and promotion.

DEFINITION OF DIVERSITY

“When many different types of things or people are included in something”