

Equal Opportunities Policy

The Management Committee and Trustees of St John's in the Vale Centre believe in a Society in which there is equality of opportunity for all, but recognises that we live in an unequal society which is still unequal in terms of access, resources, support and power.

In its engagement with others, and in its own internal business, the Centre will aim to demonstrate respect for diversity between people but challenge any discrimination or oppression.

Young People

We seek to ensure that in the letting of the Centre (see the letting policy) there is equality of opportunity for all young people and no-one will be treated less favourably than any other person or group of persons because of their age, gender, marital status, race, class, colour, ethnic or national origin, mental or physical ability*, political or religious belief.

Staff and Volunteers

All those whom the Centre appoints as a member of staff or accepts as volunteers must be fit and proper persons to undertake the duties of the position to which they have been appointed. The overriding considerations in making all appointments shall be the safety and security of young people. All who offer themselves as volunteers or apply for employment will be considered equally. No-one will be treated less favourably than any other person because of their age, gender, marital status, race, class, colour, ethnic or national origin, mental or physical ability*, political or religious belief.

Harassment and discrimination

The Centre guarantees to deal quickly and firmly with all forms of harassment or discrimination (i.e. sexual, racial etc) including physical attacks on persons, damage to property or verbal abuse, of or by groups and individuals staying at the Centre, members of staff, committee members or volunteers.

This policy may be varied at any time to include anything that may lead to discrimination or inappropriate actions towards others. The implementation of the policy will be monitored and reviewed from time to time.