



## **EQUAL OPPORTUNITIES POLICY**

Starpic Project is committed to providing an equal opportunity in the work it undertakes and the service provisions while delivering in a professional, non-discriminatory and non-stigmatising way. Starpic Project believes that all children, young people, adults, service users and all those that come into contact with Starpic Project are entitled to be treated with respect and as being of equal value.

This by implication, requires a clear responsibility from project staff to make every effort to counter discrimination in any form by creating circumstances which enable the children, young people, service users, families and carers with whom we work to achieve their full potential, free from prejudice.

As part of this commitment the project will endeavour to:

- actively promote equality of opportunity
- actively work to prevent discrimination
- Actively operate under the Equality Act (2010) and ensure those who have “protected characteristics”: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation are treated equally and fairly.
- actively work to ensure access to people regardless of trade union activity, responsibility for dependents

The Project will not tolerate harassment, which is based on any of the above. (Harassment may be defined as behaviour which is uninvited or unwelcome; behaviour which causes people to feel threatened, humiliated, offended, patronised or embarrassed; verbal or physical abuse; assumptions about behaviour or practices based on prejudice).

Starpic Project will challenge all such behaviour and where necessary, proceed with disciplinary or appropriate action.

### **Implementation Strategy**

Starpic Project recognises that passive policies will not in themselves provide equality of opportunity and acknowledges that specific positive programmes of action are needed as part of a planned strategy. Starpic Project will aim to ensure that Equal Opportunities/Anti Discriminatory issues are brought to the attention of staff, volunteers, trainees and service users by all appropriate means and will prepare documentation and materials in such a manner as to attempt to promote awareness and avoid bias.

Starpic Projects recruitment policy for paid and unpaid staff will reflect the commitment to this Equal Opportunities Policy and it will use appropriate advertising and recruitment procedures to ensure that all eligible people are able to apply for positions within the Starpic Project.

Starpic Project will encourage all staff and volunteers to develop a programme stressing equal opportunities for the people they work with and to show attitudes consistent with this in their relations with other staff.

Starpic Project will endeavour to provide appropriate training for all staff and volunteers to enable them to work sensitively and effectively with children and young people towards addressing and confronting behaviour and attitudes that discriminate. In addition Equal Opportunities will constitute a key element in all of our induction and training programmes as well as feature regularly as part of the staff development programme.