



#PositiveExperiences

## CORE KID'S EQUAL OPPORTUNITIES POLICY

### **Equal Opportunities Policy Statement**

CORE Kids is opposed to all forms of unlawful and unfair discrimination. We are fully committed to ensuring equality of opportunity for all. It affirms that the management committee and volunteers of the organisation will observe and promote both the spirit and the letter of equal opportunities legislation and will aspire to best practice in all areas of its operation.

The purpose of this policy is to communicate the organisations commitment to the promotion and provision of equality of opportunity, and its recognition of the unique contribution of each individual employee, irrespective of:

- Gender, marital or family status
- Religious belief or political opinion
- Disability (within capabilities)
- Race or ethnic origin
- Nationality
- Sexual orientation



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- Age

### **Legal Framework**

CORE Kids will comply with the requirements of the following legislation which governs equality of opportunity.

- Sex Discrimination (NI) Orders 1976 and 1988
- Disability Discrimination Act 1995
- Race Relations (NI) Order 1997
- Or, as otherwise amended

### **General Principles**

CORE Kids is committed to:

- Preventing any form of direct or indirect discrimination or victimisation
- Promoting equal opportunities for women, men and children
- Securing fair participation for all – irrespective of 'perceived' religious affiliation.



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- Promoting equal opportunities for people with disabilities.
- Promoting equal opportunities for minority ethnic groups.
- Fulfilling all its legal obligations under the relevant legislation and associated codes of practice; and
- Taking any necessary positive or affirmative action.

CORE Kids will also promote and maintain a good and harmonious environment in which all members and participants are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated.

### **Scope and Responsibilities**

This policy applies to all aspects of operation within CORE Kids. It will be communicated through a range of measures, including induction, training, briefings etc. and a copy of the equal opportunities policy will be provided for each staff member and/or volunteer.

The management committee has responsibility for the development of a culture and environment which is harmonious, and which promotes equality of opportunity for all. The management committee recognises that legislation on its own is insufficient to ensure that a non-discrimination policy will work.