



I CAAN EQUAL OPPORTUNITIES POLICY

- 1.1 I CAAN accepts that certain groups and individuals in society are denied equal opportunity and experience discrimination. I CAAN commits itself to developing an Equal Opportunities Policy with associated training and good practice in all aspects of its activities, in the services it provides, in its practices as an employer, and in the way it works with other organisations in both the voluntary and statutory sectors.
- 1.2 Equal Opportunities do not just happen, but have to be actively promoted and pursued by all individuals involved in the organisation.
- 2. STATEMENT OF INTENT**
- 2.1 The purpose of this document is to clarify, emphasise, and define I CAAN commitment to preventing discrimination and to the promotion of equality of opportunity, and to underline I CAAN legal responsibilities in this area.
- 3. IMPLEMENTATION**
- 3.1 This policy applies to all potential as well as actual committee members, employees, volunteers and organisations/individuals which use our services.
- 3.2 I CAAN will ensure committee members, employees, volunteers and organisations/individuals which use our services are aware of this policy, and undertake training where appropriate.
- 4. THE STATEMENT**
- 4.1 I CAAN is committed to taking positive action to implement and adhere to, amongst its committees, employees, volunteers and organisations/individuals to whom it provides services, the Equality Act 2010.
- 4.2 I CAAN will seek to have equal opportunities issues at the forefront of, and underpinning, all dealings with other agencies.
- 4.3 I CAAN wishes to identify and challenge all types of discrimination, including:
 - 4.3.1 Direct discrimination, that is, treating a person less favourably than another person in the same circumstances because of their:
 - Ethnicity
 - Disability
 - Gender
 - Sexuality
 - Age
 - Religion/belief
 - 4.3.2 Indirect discrimination, that is, applying a condition or requirement which disadvantages particular groups more than others.
 - 4.3.3 Institutional discrimination, that is, when the routine policies, practices, procedures or organisation in effect marginalise disadvantaged groups.

- 4.3.4 Sex discrimination, that is, discrimination on the grounds of an individual's gender or sexual orientation.
- 4.3.5 Discrimination against people with disabilities, and failure to ignore a person's disability except where the disability imposes a real limitation.
In this context it is recognised that the nature and construction of the current premises may limit access for people with certain disabilities.
- 4.3.6 I CAAN will ensure that where community consultation and engagement is needed, all members of the community will have equal opportunity to be involved.

Chairperson

Name: _____

Signature: _____

Date: _____

Secretary

Name: _____

Signature: _____

Date: _____

Treasurer

Name: _____

Signature: _____

Date: _____