



FIRST STOP CENTRE

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Introduction

1. First Stop Centre is an equal opportunities employer. Nobody will be discriminated against on the grounds of gender, race, disability, age, culture, religion, language, colour, marital status, sexuality, or diagnostic label. First Stop Centre believes in equality of opportunity in its employment of staff and in its delivery of service. The policy of non-discrimination as set out in respect of its role as an employer will also apply to its service delivery to its clients, to those assisting its clients and to visitors to the Centre. The following specifies First Stop Centre's aims in ensuring that its policy is implemented.

Service Delivery Aims

2. First Stop Centre will aim to ensure that its policy in respect of service delivery is applied by adopting the following principles.
 - Ensure all clients receive equality of consideration when using or seeking services and are aware of their rights to equality.
 - Ensure clients are aware of the right to access their files (see also policy relating to access to records).
 - Ensure clients are aware of the right to access the complaints procedure.
 - Allow clients access to any intervention of the service according to availability and in accordance with the referral procedure.
 - Give prior consideration to appropriate services and venues to meet the communication or disability needs of clients.
 - Promote individual's beliefs and identity in ways which are consistent with the worker's role and any relevant legislation and policies.
 - Encourage individuals to express their personal beliefs, wishes and views provided that this does not adversely affect the rights of others. These are sought, listened to and responded to in a manner which is supportive.
3. These principles will be delivered by ensuring that:
 - Staff are fully aware of the above requirements.
 - Staff recognise and understand the need for anti-discriminatory practice and recognise direct and indirect discrimination.



- Staff recognise that individuals have rights and must be allowed to exercise those rights through informed choice. Where the individual is unable to do this, staff will provide effective support and advocacy.

Staff who fail to comply with these principles may be subject to formal disciplinary action.

Recruitment/Employment Aims

4. First Stop Centre's Employment Policy sets out the policy and procedures applicable to staff and is compliant with the Centre's Equal Opportunities Policy.

Legislation

5. First Stop Centre's Equal Opportunities and Diversity Policy will be provided within the framework of existing legislation. This includes the following primary legislation and any secondary or amending or subsequent legislation.
 - Race Relations Act 1976
 - Sex Discrimination Act 1975
 - Employment Act 1989
 - Equal Pay Act 1980 (1983)
 - Disability Discrimination Act 1995
 - Rehabilitation of Offenders Act 1974.