



St Mary Islington Community Partnership

Equal Opportunities Policy

Last reviewed and approved by Trustees 20 May 2015

St Mary Islington Community Partnership
St Mary's Parish Office
Upper Street
Islington
N1 2TX
marys.org.uk

St Mary Islington Community Partnership (SMICP also known as Mary's) is a registered charity that runs a Pre-school, Youth Club, Holiday Play scheme and provides rooms and facilities for let to the communities of Islington.

It is incorporated as a Company limited by guarantee registered in England and Wales, controlled by a Board of Trustees with day-to-day management carried out by a salaried, Chief Executive.

Equal Opportunities Policy

Mary's is committed to taking positive and proactive steps to ensure that it provides a safe and caring environment, free from discrimination, for everyone in its community including children with additional needs.

Mary's equal opportunities procedures aim to help everyone involved in Mary's to counteract and eliminate both direct and indirect discrimination in decision-making, employment practices and service provision, to ensure that its services strive to achieve equality of opportunity for all. Mary's aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all.

In addition to adhering to all relevant current legislation, Mary's will endeavour to challenge any offensive behaviour, language or attitudes with regard to any of the 'Protected Characteristics' as outlined by the Equality Act 2010 (and associated legislation):

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief (including lack of belief)
- Sex
- Sexual Orientation

Mary's recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents, partners and all Mary's stakeholders. As such, Mary's will both welcome and encourage parents and service users to become involved in Mary's, and to comment on the effectiveness of its policies and procedures.

Equal Opportunities Procedures

To create an environment that is welcoming to all and free from discrimination, Mary's will take the following actions:

1. Service provision:

- Ensure that its services are open and available to all.
- Ensure that issues regarding any of the Protected Characteristics do not inhibit any service users from appropriately accessing Mary's services.
- Treat all service users with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning Mary's services and activities.
- Help all beneficiaries to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Support Staff to act as positive role models to children and young people by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the Staff Disciplinary Procedures and the Behaviour Management policy.
- Treat seriously any staff member found to be acting in a discriminatory way, either towards fellow employees or service users, according to the provisions of the Staff Disciplinary Procedures.

2. Employment practice and process:

- Ensure that Mary's recruitment policies and procedures are open, fair and non-discriminatory. This may include (but is not restricted to) ensuring that:
 - All job applicants and employees have equality of opportunity. No job applicant or employee shall receive less favourable treatment on the grounds of any of the Protected Characteristics;
 - Job posts are advertised widely and worded so as to avoid any discrimination or bias against any of the Protected Characteristics;
 - Interviewers are made aware of the Mary's Equal Opportunities Policy and understand the inadmissibility of discriminatory questions.
- Ensure that all members of staff respect and are supported to act in accordance with the Equal Opportunities policy as it relates to all aspects of their work.
- Mary's will make all reasonable adjustments it can to meet the special needs of employees.

3. Marketing and Publicity:

- Ensure that Mary's marketing and promotional materials reflect our commitment to equal opportunities, promote diversity, and do not contain negative or discriminatory images or text.

All of Mary's policies and procedures will be kept under review by senior staff and trustees to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

If you have a complaint relating to Mary's non-compliance with this policy, please refer to our Complaints Policy.

Balazs Csernus, CEO of Mary's, has overall responsibility for this policy.