

Equal Opportunities Policy

CommUNITY Barnet is committed to working towards equality of opportunity and just and fair (equitable) outcomes in every sphere of its activity.

Within the context of these overall goals, CommUNITY Barnet is committed to opposing direct and indirect discrimination against existing and prospective workers and trustees on the grounds of age, disability, race, ethnic or national origin, family responsibility, gender, location of residence or work, marital status, nationality, religious or philosophical belief, sexual orientation or economic status.

CommUNITY Barnet aims to achieve equal opportunities and just and fair (equitable) outcomes through

- the development of policies and good practice
- a detailed process of monitoring
- attention to its literature and publications, and events

CommUNITY Barnet requires all its workers, trustees and members to comply with this policy. All workers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individuals or group of individuals.

Equal Opportunities Statement

CommUNITY Barnet celebrates our society as diverse in race, culture, faith, creed, sexuality, abilities, gender and age. CommUNITY Barnet is committed to challenging oppression and prejudice and to promoting diversity and full access to opportunity in all areas of its work. In accordance with the CommUNITY Barnet Equal Opportunities Policy, no job applicant, employee, volunteer, trustee, individual, or organisation to whom we provide services will receive less favourable treatment on the grounds of

- race, colour, ethnic or national origin;
- creed or religion or faith;
- gender, sexuality, marital status or responsibility for dependents;
- age, social class, income level, appearance, employment status or geographical area;
- physical disability, mental ill health, HIV Status/AIDS;
- political beliefs;
- unrelated criminal record.

Who It Affects

This policy applies to members of the Board of Trustees, staff, volunteers, member organisations and service users. It is a condition of CommUNITY Barnet membership that organisation have an Equal Opportunities policy.

Responsibility under the policy

It is the overall responsibility of the Board of Trustees to ensure that this policy is properly implemented and that the necessary monitoring, record keeping, training and reviews are properly established and maintained with particular reference to the

- Sex Discrimination Act 1975 (Amendment) Regulations 2003
- Equal Pay Act 1970 (Amendment) Regulations 2003
- Race Relations Act 1976 (Amendment) Regulations 2003
- Disability Discrimination Act 1995 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Equality Act 2006