

Moira Replan Equal Opportunities Policy

This policy sets out clearly the positive action that Moira Replan will take to ensure it implements its Equal Opportunities Statement. The policy affects all aspects of Moira Replan procedure and operations and all the people who work, (both paid and unpaid) for or with Moira Replan.

Structure

Individuals, Voluntary and Statutory organisations may apply for membership of Moira Replan.

Applications will be approved by the Trustees.

The Trustees are responsible for policy and general management of Moira Replan including the appointment of staff.

Moira Replan employees and volunteers implement the aims and functions of Moira Replan both individually and through contact with other voluntary organisations and individuals.

Membership

The Membership must create and maintain an atmosphere where people feel that their contributions towards the work of Moira Replan will be valued.

The Membership should, where possible, reflect the balance and range of people who live in the local community, for Moira Replan to reflect the needs of the community.

The Membership must actively support the Equal Opportunities Policy.

Moira Replan will undertake to maintain the Membership's awareness of discrimination in all its forms and how to oppose it both personally and collectively.

As participants in many of the services provided by Moira Replan, the Membership should be encouraged to examine and help develop these services to the whole of the community.

Members will be encouraged to take an active part in the general work of Moira Replan.

Paid Staff and Volunteers

Moira Replan will ensure no job applicant or volunteer is discriminated against during the recruitment, selection, and interviewing process. Moira Replan will provide support networks for both its paid workers and volunteers providing training to help develop skills and the ability to work together to value each role and prevent undermining each other's contribution.

Services

Moira Replan aims to provide an environment which is healthy, safe, and effective, and efficient to all users of the Centre. This requires: -

- easy access for people with disabilities
- sufficient personal space, working space, and space for ease of movement
- quiet space for those with hearing difficulties
- a time out space
- adequate daylight, electric lighting, and fresh air as appropriate
- regular upkeep and maintenance of the building

All users of the services within Moira Replan will be treated with respect and will not have their status undermined. Any degrading behaviour or harassment will be treated seriously and will follow the Moira Replan Harassment Policy and if necessary, the Moira Replan Complaints Policy.

