

Equal Opportunities Policy

- CREST Waltham Forest recognises that Britain is a pluralistic society, diverse in race, culture, creed, and interest. We are aware that individuals and groups of people are sometimes discriminated against, both directly and indirectly, in unjustifiable ways
- As a result, we welcome the introduction of past and current legislation which aims to put this right namely Acts covering the following areas:

Equal Pay, Sex Discrimination, Race Relations, Disabled Persons, Rehabilitation of Offenders

Statement of Intent

- We declare that it is our intention to ensure that recruitment, selection, training, consideration for promotion, access to services and general treatment for those who work within our organisation, are available to all without unfair discrimination and to ensure that no one is disadvantaged in any of these matters by conditions or requirements that can not be shown to be justified
- We will work to ensure that there is no discrimination on grounds of race, colour, nationality – including citizenship – or ethnic or national origins, disability, age, gender, or married or single status, where any of these cannot be shown to be a requirement of the job or office concerned

Positive Action

- It is also our intention to take positive action to ensure equality of opportunity and of treatment on the matters specified above throughout or sphere of influence, in so far as it lies within our power. We will monitor our progress in implementing this policy and produce a regular report on it

Implementation

- We look to all our employees, both paid and voluntary, and Management Committee members, to abide by and to promote this policy. Any grievance, or any other matter relating to it, should be taken up, in the first instance, with the Service Director who is responsible for implementing and monitoring the policy

Publicity

- All publications e.g. information, handouts etc. must be in clear accessible language. Where appropriate publications will be available in a range of appropriate languages, large print, Braille and on tape

- CREST recognises that different groups use different information networks and will endeavour to target its publicity to a wide range of groups in an appropriate form

Dismissal

- CREST will ensure that it does not unlawfully or unfairly discriminate in dismissal or selection of redundancy