



## **Purpose**

This policy states the commitment of the employees, members and Trustees of the Nicola Corry Support Foundation to ensure that equality of opportunity is available to all clients, enquirers and members of staff.

## **Implementation**

The implementation of the policy is the responsibility of all individuals within the charity. The responsibility for keeping the issue of equal opportunity at a high level of priority at all times and in all areas, is that of the Chair of Trustees

Our policy is that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

- Ethnicity
- Gender (including Transgender)
- Social background
- Ability/Disability
- HIV/AIDS
- Belief
- Age
- Marital status
- Nationality/Citizenship
- Sexual orientation

We will implement this policy by ensuring that we treat staff, fellow members and clients with respect and fairness; make every effort in our choice of language and media to ensure that our communications and deliverables are accessible and fit for purpose. If advised of special requirements, we will make all reasonable efforts to meet and accommodate them.

To enable the charity to carry out its obligations and duties under this policy we invite members and those who are supported by the charity to disclose a range of equality information. This will enable the charity to offer appropriate support but also to ensure that the work of the charity is equitable to all parts of society. The Equal Opportunities Monitoring Form is at Appendix A.

**Review**

Review and monitoring of our services and communications for conformance to this policy is the responsibility of the Chair of Trustees.

**Approval date:**

2nd May 2009.

**Review date:**

May 2010 or before if deemed necessary.

## Appendix A - Equal Opportunities Monitoring Form

<b>Name:</b>			
<b>Ethnic origin</b>			
White		Indian	
Caribbean		Pakistani	
African		Bangladeshi	
East African		Chinese	
Black (other)		Asian other	
Other (please describe)		Do not wish to disclose	
<b>Religion</b>			
Baha'i		Jewish	
Buddhist		Muslim	
Christian		Sikh	
Hindu		Other	
Jain		Agnostic/ atheist	
Do not wish to disclose			
<b>Sexual orientation</b>			
Heterosexual		Gay man	
Gay woman/ lesbian		Bisexual	
Prefer not to say			
<b>Disability</b>			
Do you consider that you are disabled?		Yes / No	
How did you hear about NCSF?			