

# MORECARE EQUAL OPPORTUNITIES POLICY & CODE OF PRACTICE

**MORECARE is committed to a policy of equal opportunities in volunteering and in the provision of its services and developing its practices.**

To ensure the effectiveness of the policy:

- ✓ This policy aims to ensure that no volunteer or client receives less favourable treatment because of race, colour, ethnic or national origin, sex, marital status, family responsibility, disability, sexuality, age or religion.
- ✓ The organisation, its volunteers and clients are required to comply with all current legislation.
- ✓ Whilst much can be done to promote equal opportunities by the application of legal requirements, **Morecare** is committed to a programme of positive action to make this policy fully effective.

## **Complaints**

Anyone who feels they have been discriminated against has the right to bring it to the management committee's attention without fear of consequences – see complaints policy.

## **Publicity**

- ✓ Morecare's general publicity material will be ant-racist and anti-sexist.
- ✓ It will not reinforce negative images of lesbians and gay men or people with disabilities.
- ✓ No oppressive materials will be used.
- ✓ Sexist, racist and other discriminatory language will not be used.
- ✓ Language, whether written or verbal, will not identify jobs with a particular sex, and sex linked words will be avoided.
- ✓ Discriminatory jibes and disparaging terms for particular groups will not be acceptable.
- ✓ All publicity will state that **Morecare** operates an Equal Opportunities policy.

## **Language**

- ✓ Language is dynamic and words in common usages are always changing. Terms used within equal opportunity frameworks are no different, and people must be prepared to accept the lead given by the various groups themselves as to what words are acceptable
- ✓ However, no language, deemed sexist, racist or in any way discriminatory is acceptable
- ✓ Definitions of sexist racist or discriminatory language cannot be set in concrete but the individual's perception of the language must be acknowledged (sensitively)
- ✓ Should any volunteer feel language being used in the organisation is inappropriate, they should raise the matter through the telephone co-ordinator or the management committee
- ✓ Opportunities for volunteering, training, responsibility and management roles will be offered equally to all volunteers in the same or similar circumstances
- ✓ No volunteers with responsibility for children or other dependents will face discriminatory treatment because of these responsibilities
- ✓ For disabled volunteers or volunteers who become disabled, the Disability Discrimination Act 1995 will be complied with in full.