



ALABARÉ CHRISTIAN CARE AND SUPPORT

EQUALITY and DIVERSITY POLICY STATEMENT

Policy Statement

“It is the intention of Alabaré Christian Care and Support, and in accordance with the Equality Act 2010, that we recognise and celebrate equality and diversity and not to unfairly discriminate as an employer or service provider. This means treating all our clients, staff, volunteers, stakeholders and the general public with respect and dignity in all dealings with Alabaré and in so doing promoting full life opportunities for everyone.”

Responsibility

The application and review of this policy are the responsibility of the Chief Executive and The Executive Management Team. The Operational Management Team and the HR department must ensure that all are aware of this policy and understand its application.

All people connected with Alabaré have a responsibility to apply this policy and have the right themselves to be treated accordingly.

Implementation

The Charity makes the following provisions to promote Equality and Diversity:

1. Alabaré is committed to continuous improvement of policies and procedures on recruitment, training, performance appraisal and career development for all staff, volunteers and board members.
2. Alabaré will provide training so that no one will discriminate on grounds of race, colour, nationality, ethnic origin, family circumstances and personal connections, socio-economic status, gender, sexuality, age, health, disability, religious or political connections, economic or social background.
3. Alabaré will achieve fairness and equality of rights by making sure that we give equal consideration to people's needs and develop flexible and responsive services and employment opportunities to create an environment where all feel valued and supported.
4. Alabaré is committed to fair access and fair exit. Diversity and inclusion are embedded within the culture of the service and there will be demonstrable promotion and implementation of this policy

A handwritten signature in black ink, appearing to read "Andrew Lord".

Andrew Lord, Chief Executive
2nd January 2014