

POLICY AND PROCEDURE



Solihull
Life
Opportunities

St Andrew's Centre
Pike Drive
Chelmsley Wood
Birmingham
B37 7US

Charity No. 1102297
England Company No.
5025939

Equal Opportunities

Category: Service User/Volunteer/Human Resources

Introduction

Policy Statement

Solihull Life Opportunities is committed to ensuring that its policies and practices afford equality and opportunity to all sections of the community.

Procedures

Solihull Life Opportunities recognises that certain groups of individuals within society may be subjected to discrimination and works to ensure that, as an employer, as a recruiter of volunteers and as a provider of services to people with learning disabilities, no individual or group is discriminated against and all sections of the community receive fair and equal treatment.

Solihull Life Opportunities is working to ensure that all people will have equal access to Solihull Life Opportunities services regardless of disability, social status, economic disadvantage or culture, to enable them to become volunteers, employees or members and have an active role in the organisation's future direction, management structure and policies.

Where appropriate, Solihull Life Opportunities will work with local community groups and funders in developing services based on local need, and recognises the particular importance of addressing the language and communication needs of people with special needs and those from a different cultural background.

All employees and volunteers are expected to support and work within Solihull Life Opportunities equal opportunities policy. All take individual responsibility for the application of this policy within their work area.

Policy Name: Equal Opportunities

Organisation: Solihull Life Opportunities

Date policy issued: June 03

Approved by: SoLO Board of Directors

Date: June 03

For Review: June 05

Approved by: SoLO Board of Directors

Date: June 05

Apr 08

Approved by: SoLO Board of Directors

Date: April 2008

Next Review Date: April 2010

Sexual, racial or any other harassment or bullying at work will not be tolerated. Solihull Life Opportunities condemns any form of harassment of individuals or groups.

Solihull Life Opportunities will regularly review its equal opportunities policies and practices and will maintain an action plan to further its commitment across all aspects of its work.

Additional Information

In line with the stated aims and objectives within the agreed constitution, admission on any agreed project is confined to those children and adults who meet the criteria of 'learning disability' (a condition that is caused by damage to the brain or by genetic conditions, often from birth, that is incurable, resulting in impaired learning and intellectual capacity). In special cases, eg Integrated Schemes which encourage mainstream young people and adults to work alongside their disabled peers, admission will be extended to include those without disabilities.

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