

# Equal opportunities policy

## Introduction

The responsibility for ensuring equality and diversity among potential and actual service users, Trustees, volunteers, members and workers rests ultimately with the Board of Trustees of **SicKids**. Volunteers, workers and Trustees are responsible for the implementation of the policy, its observance, monitoring it on a day-to-day basis, and reporting on its operation to the Board of Trustees.

## Statement of intent

**SicKids** recognises that certain individuals and groups can be discriminated against on grounds of disability, race, ethnic origin, culture, socio-economic background, gender, sexuality, religion, creed, marital status, or age. **SicKids** is committed to working towards eliminating all forms of discrimination both through its own work and through its policies and practices.

**SicKids** will, through regular monitoring of policies and practice, take active steps to combat discrimination. **SicKids** will comply with the relevant requirements of the Equality Act 2010.

## The Policy

**Service Provision:** users must have easy access to information about **SicKids**' services which may involve making materials available where appropriate in a variety of media, for example in large print or electronically.

It is recognised that there may, from time to time, be complaints against Trustees or the service. The complaints policy for **SicKids** is available to download from the website.

**Recruitment and Selection:** **SicKids** aims to receive the widest response to recruitment of volunteers or workers. All vacancies will be publicised on the **SicKids** website.

**Terms and Conditions:** **SicKids** will endeavour to ensure that volunteers and workers are not discriminated against through the terms and conditions under which they are been engaged. Furthermore, **SicKids** recognises that from time-to-time, family and social circumstances may change and consequently that volunteers or workers may need to change their conditions of work. **SicKids** will attempt, where circumstances and resources permit, to accommodate the needs of those volunteers and workers.

**Workers Support:** Volunteers and workers are entitled to support from trustees when necessary.

**Training:** **SicKids** recognises that training is an important factor contributing to job satisfaction, achievement, and opportunity. When training needs are identified, every effort will be made to ensure that training is provided.

**Purchasing:** **SicKids** will try to ensure that the goods and services it offers are accessible to all groups. It will not knowingly receive or purchase goods and services from agencies that practise discrimination.

**Monitoring:** regular monitoring and review of all procedures will take place from time-to-time, to check the effectiveness of **SicKids'** Equal Opportunities Policy.