



MERCi

Equal Opportunities Policy

MERCi believes that diversity is a positive asset and values the contribution made by all members of society.

MERCi is committed to the principles and practices which support Equal Opportunities. We will endeavour to implement all aspects of such a policy in our work and the way we operate.

MERCi will strive to ensure we do not discriminate against any person on the grounds of:

- Age
- Gender
- Race, nationality or colour
- Marital status
- Disability
- Sexuality
- Religion
- Responsibilities for dependants
- HIV positive
- Unrelated criminal convictions

MERCi recognises that our policies and practice will have a direct impact on the individuals, communities and organisations we work with. We will try to tackle any discrimination as it arises and work in a way that will provide a positive example to those with whom we work.

1.0 Project Delivery

1.1 We will ensure that our equal opportunities policy is reflected in our approach to project work and that we recognise and respond to issues of equal opportunities as and when they arise.

1.2 We will make every effort in our work to involve and engage under-represented groups and to ensure that their needs are taken into account.

1.3 We will endeavour to build good equal opportunities practice into all our training, networking and outreach activities.

1.4 We will aim to provide support and training to ensure all staff and volunteers are aware of discrimination and are able to deal with this effectively.

1.5 MERCi staff and volunteers will be committed to taking positive steps through their day-to-day work to make these equal opportunities effective.



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2.0 Employment and Recruitment

2.1 MERCi staff and volunteers will be selected against fair and specified criteria and no one will receive less favourable treatment in terms of:

- Recruitment
- Salary
- Conditions of service
- Promotion
- Training
- Discipline
- Dismissal

2.2 MERCi will advertise all vacancies openly, although we reserve the right to advertise and appoint internally before proceeding to external advertising.

2.3 We will use a variety of media, as appropriate and within costs constraints, in order to ensure as wide a coverage as possible.

2.4 Equal Opportunities will be an integral part of induction training, which will be given to all staff, volunteers and trustees. Everyone will be given equal opportunity to develop professionally within the organisation.

2.5 MERCi will invite and encourage the participation of a diverse range of people onto our Steering Committee either through election or through co-option, in order to fully represent our existing and potential membership.

3.0 Implementation and Monitoring

3.1 Responsibility for the implementation and monitoring of this policy lies with the Management Committee. The Centre Co-ordinator will review the policy every two years and present changes to the Management Committee as appropriate.

3.2 On receipt of an equal opportunities complaint the Centre Co-ordinator and a Management Committee member (or two Management Committee members should the complaint involve the Centre Co-ordinator) appointed by the Chair, will acknowledge the complaint and investigate by collecting evidence and interviewing witnesses. A report on the findings and recommendations will be made available to the complainant and any other person involved. Where a complaint is justified, appropriate action will be taken.