



2021/22

Equality & Diversity Policy

Clean Slate Policies

EQUALITY & DIVERSITY POLICY

Our Project is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for all women in our community.

<p>Aims</p>	<ul style="list-style-type: none"> • Clean Slate’s equal opportunities procedures aim to help everyone involved in the service to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision. This ensures that our services strive to achieve equality of opportunity for all. • Clean Slate aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity that is equally accessible to all. • Clean Slate recognises that achieving the objectives of our Equality and Diversity Policy relies on the active involvement of staff, volunteers, and users. As such, Clean Slate will both welcome and encourage users to become involved in the running and management of the project. Additionally, to comment on the effectiveness of its policies and procedures. • Clean Slate will endeavour to facilitate regular opportunities for consultation with users about the service that the project provides, as a means of monitoring the effectiveness of its Equality and Diversity Policy.
<p>To realise the Project’s objective of creating an environment free from discrimination and welcoming to all. The Project has the following procedures</p>	
<p>Admissions</p>	<ul style="list-style-type: none"> • We ensure that our services are open and available to all users in the local community. • We reflect the diversity of members of our community in our publicity and promotional materials. • We ensure that issues of race, colour, ethnicity, nationality, social background, religion, culture, gender, language, sexual orientation, and disability do not inhibit a user from accessing Clean Slate’s services. • We treat all users with equal concern and value.
<p>Activities</p>	<ul style="list-style-type: none"> • We have regard for promoting understanding, respect, awareness of diversity and equal opportunities in planning and implementing Clean Slate’s programme of activities. • We help all users to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.

Clean Slate Policies

	<ul style="list-style-type: none"> • Clean Slate aims to provide positive non-stereotyping information regarding behaviour and gender roles to diverse ethnic and cultural groups. Additionally, to people with disabilities. • We positively reflect the widest possible range of communities in the choice of resources; and avoid stereotypes or derogatory images in the selection of books and other visual materials. • We endeavour to create an environment of mutual respect and tolerance. Helping women and men to understand that discriminatory behaviour and remarks are not only hurtful but also unacceptable • Clean Slate will challenge and act against any offensive or discriminatory behaviour, language, or attitudes with regards to race, colour, ethnicity, nationality, social background, religion, culture, gender, language, sexual orientation, disability, and age. • We ensure that the activities offered are inclusive to all service users. • We encourage and support staff to act as positive role models. This is achieved by displaying and promoting tolerant and respectful behaviour, language, and attitudes. We challenge and act against any discriminatory incident.
Employment and staffing	<ul style="list-style-type: none"> • We ensure that the charity's recruitment policies and procedures are open, fair, and non-discriminatory. • We endeavour to recruit a staff team that reflects the make-up of the Charities local community. • We ensure that all members of staff are aware of, and understand, this Equality and Diversity policy. • We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all users to flourish • We act against any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the disciplinary procedures within the Staffing Policy.

Version	Date	Approved by
1.0	02/02/2021	Nadia Brown - Project Manager