

## **COMMUNITY MIND CONNECT C.I.C. EQUAL OPPORTUNITIES POLICY**

**1. Introduction**

CMC is committed to fostering an inclusive and equitable environment where everyone is treated with dignity and respect, regardless of their background, identity, or circumstances. We believe that diversity enriches our community and strengthens our projects in art and well-being, community engagement, and education empowerment. This policy outlines our commitment to promoting equal opportunities and preventing discrimination in all aspects of our work.

**2. Scope** This policy applies to all CMC staff, volunteers, participants, contractors, and visitors involved in any of our activities, whether on-site or off-site. It covers all areas of our operations, including recruitment, training, participation in programs, and access to services.

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**3. Principles**

CMC is committed to:

* **Equality of Opportunity:** Ensuring that everyone has fair and equal access to our programs and services.
* **Non-Discrimination:** Prohibiting discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, 1 or sexual orientation.
* **Respect and Dignity:** Treating everyone with respect and dignity, and fostering a culture of inclusion.
* **Accessibility:** Making reasonable adjustments to ensure that our programs and services are accessible to everyone.
* **Positive Action:** Taking proactive steps to address underrepresentation and promote diversity.

**4. Responsibilities**

* **CMC Management:**
	+ Developing, implementing, and reviewing this policy.
	+ Ensuring that all staff and volunteers are aware of their responsibilities.
	+ Monitoring the effectiveness of this policy.
	+ Addressing complaints of discrimination promptly and fairly.
* **Staff and Volunteers:**
	+ Adhering to this policy and promoting equal opportunities.
	+ Treating everyone with respect and dignity.
	+ Challenging discriminatory behaviour.
	+ Reporting any instances of discrimination.
* **Participants and Visitors:**
	+ Respecting the rights and dignity of others.
	+ Adhering to our code of conduct.

**5. Implementation**

* **Recruitment and Selection:** Ensuring fair and transparent recruitment and selection processes.
* **Training and Development:** Providing equal access to training and development opportunities.
* **Program Design and Delivery:** Designing and delivering programs that are inclusive and accessible to all.
* **Communication:** Using inclusive language and communication methods.
* **Monitoring and Evaluation:** Regularly monitoring and evaluating our practices to ensure effectiveness.

**6. Complaints Procedure**

* Any individual who believes they have experienced discrimination is encouraged to raise their concerns.
* Complaints will be treated seriously and investigated promptly and fairly.
* Confidentiality will be maintained throughout the process.
* Individuals have the right to appeal the outcome of a complaint.

**7. Policy Review**

This policy will be reviewed annually or more frequently as required to ensure its effectiveness and compliance with current legislation.

**8. Contact Information**

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