

MARSHFIELD COMMUNITY CENTRE ASSOCIATION EQUALITY AND DIVERSITY POLICY

Introduction

In this document “MCCA” refers to Marshfield Community Centre Association, “associates” refers to all MCCA employees, contractors, trustees and members, and “the Centre” refers to any or all of the space available within Marshfield Community Centre and surrounding grounds.

MCCA recognises and values people’s differences and will assist them to use their talents to reach their full potential, and it will do all it can to ensure it recruits, trains and promotes associates based on qualifications, experience and abilities for all roles within the organisation.

This policy is designed to ensure that MCCA complies with its obligations under equality legislation and demonstrates our commitment to treating people equally and fairly. To this end MCCA’s Constitution states that “membership shall be open, irrespective of sex, sexual orientation, political opinion, nationality, religion or race..”

MCCA is unreservedly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy an maternity, race, religion or belief, sex and sexual orientation (collectively “Protected Characteristics”).

Aims of this policy

Using fair and objective practices, MCCA aims to ensure that:

- All associates are treated fairly and with respect at all stages of their involvement with the organisation.
- All associates have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour. Such behaviour may come from other associates or from third parties who are not MCCA associates such as hirers or people using the Centre.
- All associates have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.
- All associates have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.

Scope of the policy

The policy applies to all MCCA associates. The policy applies to all stages of association with MCCA including recruitment and selection, promotion and training.

Responsibilities

It is the responsibility of the Chair to develop and lead the implementation of the equality and diversity policy. Responsibility for approving the policy and monitoring that it is being followed rests with the General Committee. All associates have a duty to act within this policy, to ensure it is being followed, and to draw attention to any suspected discriminatory acts or practices.

Implementation of the policy

All associates will be involved in creating an equality environment and one that values diversity.

Communications

Most associates are members of the General Committee. All such associates will be made aware of this policy when they join the General Committee. Other associates (such as contractors) will be made aware of this policy when they first work with or for the General Committee.

Working with affiliated groups and other partners

In selecting our partners we will consider their commitment to Equality and Diversity.

Users of the Centre

We will make our services accessible by, as far as practicable, ensuring that the Centre is promoted to, and can be used by, all people who live and or work in the local area. To this end MCCA's Constitution states that one of the organisations objects is "to promote the benefit of the inhabitants of Marshfield Parish and the neighbourhood...without distinction of sex or of political, religious or other opinions.."

Reporting discrimination and/or potential discrimination

Associates who feel that they have suffered any form of discrimination should raise the issue by contacting the Chair or, if they believe that the Chair cannot act impartially in relation to the form of discrimination, by contacting one of the Custodian Trustees.

If an associate witnesses behaviour that they find offensive in relation to age, marriage or civil partnership, pregnancy and maternity, disability, gender reassignment, race, religion or belief, sex and sexual orientation, even if it is not directed at them, they should also use this procedure.

Monitoring and review

This policy will be monitored by the General Committee to judge to what extent it is working and identify areas for improvement. In any event this policy will be formally reviewed every two years. The General Committee may amend this policy at any time.

MCCA General Committee

28th January 2023