

Equal Opportunities



OVERVIEW

NEWway recognise that in our society groups and individuals have been, and continue to be, discriminated against in various ways including on the basis of race, gender, marital status, disability, sexuality, age and religious belief. We believe that discrimination on any ground is unacceptable. The aim of NEWway is, therefore, to provide genuine equality of opportunity for our employees, volunteers and for the guests who use our service.

GUESTS

Guest access to NEWway is open to all, except that homelessness is a condition for admission to NEWway. This means that we do not discriminate against any guest on grounds of race, gender, colour, nationality, ethnic or cultural origins, religion, marital status, disability, sexuality or age.

Treatment of Guests

NEWway will seek to ensure that there is no discrimination in service provision and delivery. All guests will be treated with dignity. Moreover, we do not accept our guests encountering any such discrimination while in our care, whether from our staff, other guests, visitors, or from the staff of any of the external services we use. We therefore commit ourselves to investigating any allegations made, using our established grievance procedures. Wherever possible, we will work for reconciliation between the people involved. We will endeavour to ensure that our service responds appropriately to the needs of all our guests.

VOLUNTEERS

Treatment of Volunteers

All volunteers will be treated with dignity and respect by the church coordinators, employees and guests. Incidences of inappropriate behaviour will be recorded and dealt with through the correct NEWway procedures.

EMPLOYEES

Treatment of Employees

All NEWway employees will be treated with dignity and respect by the church coordinators, volunteers and guests. Incidences of inappropriate behaviour will be recorded and dealt with through the correct procedures.

Recruitment of Employees and Volunteers

NEWway will seek to ensure that in recruitment and employment practice there is no discrimination. As a Christian-based organisation, NEWway will require employees and volunteers to acknowledge and be sympathetic to the ethos of the project and its work.

Review of the Equal Opportunities Policy

An annual review of the Equal Opportunities Policy and its implementation will be carried out.

We will consult with our guests, employees and volunteers generally on the development of our service on a regular basis.

Review

Adopted on: 29 March 2015

Last reviewed: 13 April 2017

Signed by: 

Position in organisation: CHAIR

Name: ANGELA ALLGOOD

Date: 13/04/2017