



Triple C
(Liverpool)

Christ Church Community Centre
Sedgemoor Road
Liverpool
L11 3BR
0151 226 2992
info@triplecliverpool.org

EQUAL OPPORTUNITIES POLICY

Policy Adopted	June 2008
Last Reviewed	March 2024
Next Review Due	March 2027

Date	Reviewed by	Approved by	Date Accepted by Trustees
Month YYYY		Policy Review Group	May 2021
February 2024	SC/PM/SJ/HE	Policy Review Team	March 2024

EQUAL OPPORTUNITIES POLICY

Triple C (Liverpool), hereafter referred to as Triple C, celebrates and welcomes rather than tolerates diversity in our organisation and in society as a whole. Thus, it is therefore committed to proactive equal opportunities and welcomes all people, with a positive view of age, caring responsibilities, gender, disability, racial/ethnic origin, religion, HIV status or other health-related reason, sexual orientation or socio-economic background, as employees, committee members, trustees and volunteers.

However, where there is a genuine occupational reason for a specific post it may require the postholder to be a practising Christian of a recognised denomination.

All staff must understand and express sympathy with the Christian ethos of the Board and do nothing that would be seen to undermine it.

Triple C:

- will not tolerate any breaches of this Policy and will endeavour to ensure that all its activities and other policies are in accordance with this policy.
- recognises and accepts its obligations under current discrimination legislation.
- accepts that there is a need to understand what discrimination is, admit it exists and be able to recognise it in all its forms. It accepts that it is possible for individuals, policies and structures to be unintentionally discriminatory or offensive and accepts that such attitudes and structures must be challenged.
- will proactively promote an environment that treats all people with dignity and respect and provides equality of opportunity to people of any gender, age, religious beliefs, caring responsibilities, racial/ethnic origins, disability, sexual orientation or socio-economic status. Triple C expects its employees and volunteers to be sensitive to its Christian links.
- aims to nurture an environment of equality of opportunity in employment. Interviews for employment and voluntary work will take place in accordance with Equal Opportunities. Internal and external job applications and appointments and staff retention will be monitored.
- Triple C will take reasonable steps to make relevant adaptations and provide appropriate resources to make physical environments and services accessible to all.
- aims to ensure that all its staff and volunteers understand and are committed to the promotion of Equal Opportunities from the time of appointment. Triple C will ensure employees understand their responsibilities under legislation and government guidelines, by providing on going training and development opportunities.
- recognises the need to have support mechanisms for those who have been or may be subjected to discrimination or harassment and will endeavour to provide such services.
- will avoid entering into contracts, partnerships or agreements with individuals, groups or organisations when it is aware that any of their policies or practices contravenes the Equal Opportunities policy of the project.

RESPONSIBILITIES OF THE PROJECT

Triple C accepts responsibility under legislation for the actions of employees and responsibility for any practices, policies or procedures that may be found to be unintentionally discriminatory and will strive to ensure that this is eradicated. It welcomes the input of staff, volunteers, trustees and service users to bring this to the attention of the project.