Equality of Opportunity and Christian Ethos Policy

1. POLICY STATEMENT

1.1 TheO6 believes in equal opportunity for all, and declares that there will be no discrimination with regard to ethnicity, race, gender, marital status, sexuality, disability or age in recruitment, deployment, training or promotion. Within its practice TheO6 believes in equality of opportunity for all individuals that it engages with regardless of ethnicity, race, religion, marital/relationship status, sexuality or disability, and does so whilst maintaining a Christian ethos.

1.2 TheO6 will promote this policy and the values and practice inherent in it in our own youth work practice and in the wider services we provide to youth workers, churches and other organisations.

2. DEFINITIONS

- Discrimination with regard to colour - any discrimination as detailed in the Race Relations Act 1976 and the Code of Practice for the Elimination of Racial Discrimination and the Promotion of Equality of Opportunity in Employment.
- Discrimination with regard to sex - any discrimination as detailed in the Sex Discrimination Act 1975 (as amended by the Sex Discrimination Act 1986 and the Employment Act 1989) and the Code of Practice for the Elimination of Discrimination on the Grounds of Sex and Marriage and the Promotion of Opportunity in Employment.
- Discrimination with regard to Disability - any discrimination as detailed in the Disability Discrimination Act 1995.
- Discrimination with regard to Age - any discrimination solely due to the age of an applicant or a member of staff who is between school leaving age and normal retirement age.
- Minority group - people of either sex from various minority ethnic communities or people who are disabled.

3. IMPLEMENTATION

- **Responsibilities** - It will be the responsibility of TheO6 Trustees to ensure that this policy is in operation.
- **Staff Recruitment Procedures** - Vacant posts will be advertised widely, particularly in places and media where they are likely to come to the attention of women and candidates from minority groups. All vacancies will be notified to the local job centre. Interview panels will have this policy drawn to their attention, and will normally include at least one woman or member from a minority group.
- **Staff Development** - The provisions of this policy will be drawn to the attention of members of staff and volunteers.
- **Training** - Arrangements will be made for all staff members to receive appropriate training in the understanding, implementation and implications of the policy as part of staff development. New staff will receive such training as part of their induction to TheO6.

- **Complaints and Disputes** - Provision will be made within the existing procedures to ensure that in cases where a minority or majority group member of staff may feel aggrieved concerning a matter of alleged discrimination, the case is heard by a panel in which at least one member from the same group is included. The panel would be convened if resolution of the grievance was not possible by following TheO6 Grievance Policy.
- **Public Relations** - Wherever members of staff meet the public there will, where possible, be appropriate representation of minority groups and women on the team. It is important that whenever possible some team leaders should be from minority groups and some should be women. It is possible that members of minority groups and women may be vulnerable to hostile comment particularly if they are in a leadership position or alone and unsupported. Other members of staff and volunteers should be aware of this and support the contents and intention of this policy.
- **Publications** – TheO6 will ensure that members of minority groups and women are not obliterated, ignored or denigrated by prejudiced comment, or stereotyped either visually or in print in any of its publications (including digital). Pictures and photographs will be examined to ensure that they include appropriate numbers of minority groups and women in positive situations.
- **Wider Issues** – TheO6 will encourage its staff, volunteers and supporters to lodge protest in areas of our society where discrimination is present.

4. THEO6 WILL PROVIDE AN INCLUSIVE SERVICE TO OUR COMMUNITY BY:

- Serving and respecting all people regardless of their gender, marital status, race, ethnic origin, religion, age, sexual orientation or physical and mental capability.
- Acknowledging the freedom of people of all faiths or none both to hold and to express their beliefs and convictions respectfully and freely, within the limits of the UK law.
- Never imposing our Christian faith or belief on others.
- Developing partnerships with other churches, voluntary groups, statutory agencies and local government wherever appropriate in order to create an effective, integrated service for our clients avoiding unnecessary duplication of resources.
- Providing and publicising regular consultation and reporting forums to client groups and the wider community regarding the effective development and delivery of our work and our responsiveness to their actual needs.

5. THEO6 WILL VALUE ALL INDIVIDUALS IN A WAY THAT IS CONSISTENT WITH ITS DISTINCTIVE CHRISTIAN ETHOS BY:

- Creating an environment where clients, volunteers and employees are encouraged and enabled to realise their potential.
- Assisting our clients, volunteers and employees to take responsibility for their own learning and development, both through formal and informal training opportunities and ongoing assessment.
- Developing an organisational culture in which individuals learn from any mistakes made and where excellence and innovation are encouraged and rewarded.
- Promoting the value of a balanced, holistic lifestyle as part of each individual's overall personal development.
- Abiding by the requirements of employment law in the UK and implementing best employment practices and procedures designed to maintain our distinctive ethos and values.

6. THEO6 WILL DEVELOP A PROFESSIONAL APPROACH TO MANAGEMENT, PRACTICE AND FUNDING BY:

- Implementing a management structure, which fosters and encourages participation by staff at all levels in order to facilitate the fulfilment of the project's goals and visions.
- Setting and reviewing measurable and timed outcomes annually, and regularly to evaluate and monitor our management structure and output, recognising the need for on-going organisational flexibility, development and good stewardship of resources.
- Doing all we can to ensure that we are not over-dependent on any one source of funding.
- Implementing best practice procedures in terms of Health and Safety and Child Protection in order to protect our staff, volunteers and members of the community.
- Handling our funding in a transparent and accountable way and to give relevant people from outside our organisation/project reasonable access to our accounts

Signed ……**Chair** Date ……

Date of review: **August 2026**