

Cordao De Ouro Nottingham CIC

Equal Opportunities Policy

Statement of Values

CORDAO DE OURO NOTTINGHAM CIC wholeheartedly supports the principle of Equal Opportunities and opposes all forms of unlawful or unfair discrimination.

CORDAO DE OURO NOTTINGHAM CIC is committed to its equal opportunities policy and all staff, volunteers and trustees are required to actively comply with it. All those associated with CORDAO DE OURO NOTTINGHAM CIC are entrusted with the belief that no one shall be treated in a discriminative manner and all are requested to fully co-operate with ensuring that this policy is implemented in full, through action and in spirit.

Accordingly, it is CORDAO DE OURO NOTTINGHAM CIC's policy that no person receives less favourable treatment on the grounds of (for example) their age, sex, race, marital status, disability, faith or religion, sexual orientation, cultural heritage, or is disadvantaged by unjustifiable conditions or requirements.

CORDAO DE OURO NOTTINGHAM CIC will operate a welcoming, flexible organisation and consider providing support and resources where required – such as (for example) flexible working, career breaks, providing childcare facilities and so on to help meet domestic responsibilities and enable people to pursue their occupation with the organisation – and will also provide or give access to special equipment and assistance to help people with disabilities.

Equal Opportunities in Recruitment and Employment

CORDAO DE OURO NOTTINGHAM CIC believes that it is in the best interests of the organisation and all of those who work and are served within, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. To this end and within the framework of the law, CORDAO DE OURO NOTTINGHAM CIC is totally committed within its recruitment procedures to ensuring wherever practicable that it is able to achieve and maintain a workforce that is broadly representative of the local community in which CORDAO DE OURO NOTTINGHAM CIC is working.

Statutory Obligations

The following statutory obligations were considered in preparing this policy. Procedures and practices within CORDAO DE OURO NOTTINGHAM CIC will be undertaken strictly in accordance with the following and all other relevant legislation.

- Equal pay act 1980 (and amendments 1983)
- Sex Discrimination acts 1975 and 1986 (A amended by the Employment Acts 1989 and 1990)
- Race Relations Act 1976 and Race Relations Amendments act 2000
- Rehabilitation of Offenders Act 1974
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Employment Equality Regulations (2003)
- Age Discrimination act 2006

Realisation of our Values

This policy has been adopted by the trustees and will be reviewed on an annual basis, and updated to include new legislation as necessary.

All staff and volunteers will be inducted as to the agreed protocols and expectations of the Cordao De Ouro Nottingham CIC with regard to Equal Opportunities. The Cordao De Ouro Nottingham CIC code of conduct emphasises fair treatment of all and compliments its Equal Opportunities Policy.

The Cordao De Ouro Nottingham uses monitoring procedures when recruiting staff and volunteers to ensure full understanding of the diversity of the organisation and to meet any related needs, and to monitor the effectiveness of this policy in practice.

Good Teacher and Training Practices

The CORDAO DE OURO NOTTINGHAM CIC actively promotes attitudes of equality amongst the children it has contact with and procedures for dealing with discriminatory behaviour are detailed in the CORDAO DE OURO NOTTINGHAM CIC's Child Protection Policy.

The CORDAO DE OURO NOTTINGHAM CIC will ensure that all training and grading opportunities are accessibly to those who qualify.

Instructors will ensure that they assume all will want to participate in every aspect of the art of capoeira.

Disciplinary action

Any incidents of staff or volunteers behaving in any way that is deemed to be contrary to the requirements and spirit of this policy will invoke Disciplinary Procedures. Such behaviour can constitute gross misconduct and in most serious cases result in summary dismissal.