



Equal Opportunities Policy

Approved: Trustees 23rd January 2020.

Review due: By January 2022.

Purpose

The Clockwork Charitable Trust is committed to taking positive and proactive steps to provide a safe and caring environment, free from discrimination, for everyone in the community. The Trust recognises that all people are equal and should be treated as such.

Responsibilities and monitoring

Monitor: Chair

Approve: Board of Trustees

Draft and review: Development Officer

Policy and Procedure

As part of its commitment to providing equal opportunities, and an environment free of discrimination, the Clockwork Charitable Trust will:

- Ensure that its services are open, available and welcoming to all young adults in the local community;
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, sexual orientation, disability, HIV/AIDS status and any other personal characteristic do not inhibit a person from accessing Trust services;
- Treat all people with equal concern and value and promote understanding, respect and awareness of diversity and equal opportunities issues in the planning and implementing of any programme of activities/services;
- Ensure that recruitment policies and procedures are open, fair and non-discriminatory;
- Strive to ensure that people feel good about themselves and others, by celebrating the differences that make us all unique individuals;
- Ensure that all members of staff are aware of and understand the Equal Opportunities Policy;
- Encourage and support Trustees, employees & volunteers to act as positive role models, by displaying and promoting tolerant and respectful behaviour, language and attitudes, and by challenging discriminatory behaviour;
- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Disciplinary Procedure;
- Work to fulfil all legal requirements set out by the Equality Act, 2010.

The Clockwork Charitable Trust

Registered Charity No. 1181923



Working for the mental well-being of young people

Accessing services:

The Trust wish to be fully inclusive with regards to who can access its services, while acknowledging that the services provided are intended for young adults in the local community.

The Trust will aim to accommodate young adults with special educational needs or disabilities where possible, but will suggest other providers if we do not believe we have the expertise or facilities to provide a suitable environment.

The location of the Trust's services will be wheelchair accessible or, where this is not possible, the Trust will seek to offer an alternative location for the service.

The Trust will also seek to accommodate young adults with complex health conditions, where it can do so safely (please see Health & Safety Policy).

The Trust can potentially provide financial support if payment is a barrier to a child being able to access a Clockwork service (though proof of income may be required).