

EQUAL OPPORTUNITIES POLICY STATEMENT

SUTTON CARERS' CENTRE

Accepts: that certain groups and individuals in society are oppressed and disadvantaged due to discrimination directed against them and are denied equal opportunities because of race, disability, gender, sexuality, social class, age, religion or caring responsibilities. We aim to remove any barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to our organisation's performance or accessing our services and to develop an organisational culture that positively values diversity.

Welcome the statutory requirements laid down in the following acts:

- Race Relations Act 1976 (as amended)
- Sex Discrimination Act 1975 (as amended)
- Disability Discrimination Act 1995 (as amended)
- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- Employment Equality (Age) Regulations 2006
- Work & Families Act 2006
- Equality Act 2006
- Equality Act 2010 which includes rights for carers
- the recognition of the role of Carers as expressed in the "Caring for People" NHS Community Care Act as well as rights outlined in the Carers (Recognition and Services) Act 1995, Carers and Disabled Children Act 2000 and Carers (Equal Opportunities) Act 2004

and the considerable movement towards equal opportunities that has been achieved by the efforts of people who experience discrimination.

Recognises: that it has moral and social responsibilities to the wide process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality of opportunity.

Is committed: to take positive steps to ensure that:

- its services are accessible, appropriate and delivered fairly to all
- the mix of its employees, volunteers and management committees, reflects, as far as possible, the broad mix of the population of Sutton
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of, the services provided

Sutton Carers Centre is a company Limited by Guarantee with Charitable Status Registered Company Number 3353573, Registered Charity Number 1062302.

