



# Equal Opportunities Policy

## Statement of Intent

BCPC recognises that in society certain groups and individuals are oppressed and disadvantaged by institutional and individual discrimination and prejudice.

BCPC is positively committed to opposing discrimination against people on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation, colour, ethnicity or national origin,.

We welcome the enrichment and cultural diversity that would follow as a natural result of this policy.

BCPC recognises that passive policies will not in themselves provide equality of opportunity, and specific and positive programs of action are needed.

BCPC acknowledges that we have a duty, both moral and legal, to ensure that we do not discriminate unfairly in our employment and management practices, in the work we undertake and in the services and training we provide.

## Code of Practice

1. BCPC is committed to actively oppose oppression and discrimination in all areas of our work, and in relation to trainees, staff, committee members, outside trainers/facilitators and other organisations with whom we work.
2. We will take seriously our duty not to discriminate against anyone on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation, colour, ethnicity or national origin.
3. All policies and practices associated with BCPC's role as an employer and provider of training must be applied with strict observance of (2) above.
4. BCPC's criteria and procedures for selection of trainees, trainers and staff will be monitored and reviewed at least annually. In offering training or employment or in its general dealings, BCPC will ensure that all individuals are treated with fairness and in line with equal opportunities policy and practice.
5. We will seek to ensure that any outside trainer/facilitator used by BCPC works within equal opportunities guidelines and we will take seriously any accusation of discrimination by them towards trainees.

6. Discriminatory acts or breaches of the equal opportunities policy by staff will be taken seriously and may lead to disciplinary action.
7. Trainees, applicants, members and staff who feel they have been discriminated against should use the complaints procedure, complaining directly to the Standards & Ethics Committee.
8. Responsibility for the implementation of the equal opportunities policy lies with the Executive management and finally with the Trustees. The Director/s of BCPC will monitor and review BCPC's policy and practice on equal opportunities annually. S/he will report annually to the Trustees and relevant sub-committees and make suggestions for changes as necessary to continue promotion of equal opportunities in all areas of BCPC's work.