



Muswell Hill

**Child
Contact
Centre**

**at Muswell Hill
Methodist Church**

Equal Opportunities & Diversity Policy

The aim of our policy is to ensure that no-one receives less favourable treatment on the grounds of race, skin colour, ethnic origin, religion, cultural beliefs, nationality, gender, language, sexual orientation, age, status or disability. We recognize that an inclusive society brings benefits to both individuals and our community.

1. We value and respect all individuals using the Child Contact Centre, both families and volunteers
2. We will aim to ensure that our service provision is appropriate, relevant and accessible to all groups of people represented in the community.
3. We will strive to ensure that no volunteer, management committee member, or any of the families experiences unlawful discrimination, or harassment, and will vigorously challenge any such incidents.
4. Volunteering/employment opportunities are open to all, within the context of our local community. Although the majority of our volunteers are recruited from within the church and local community, we encourage others to volunteer, especially from under represented groups. We will also seek to recruit volunteers from a more diverse background via Circuit meetings.
5. Volunteers will exercise thoughtfulness and care to avoid stereotyping or unconscious bias of individuals and groups. Training will support this.
6. Racist or other offensive remarks or behaviour will not be tolerated and will always be challenged
7. If you feel you have been discriminated against, please let the Centre Coordinator know, who will pro-actively look into and attempt to resolve any concern raised. Should this not be possible then the centre's complaints procedure should be used.
8. We will ensure that all Child Contact Centre users and referrers are aware of this policy

We are committed to reviewing our policy and good practice annually.

Name:
Daleep Mukarji

Signature:

Date:

This policy was last reviewed on: 5th September 2024