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## Sanctuary Carr-Gomm's Equality and Diversity policy

*Sanctuary Carr-Gomm is committed to the principle and practice of equal opportunities.*

*We will make every effort to ensure that no applicants for housing, support services or employment, tenants, service users, members or employees, receive less favourable treatment than another because of their race, age, colour, ethnic or national origin, or because of their religion, sex, disability, appearance, sexuality, responsibility for dependants, marital status, membership or non-membership of a trade union, or because they are HIV positive.*

*We are opposed to any discriminatory practices and attitudes relating to race, sex or disability and are committed to tackling them and will actively oppose all forms of unlawful or unfair discrimination in all aspects of our work. Moreover, we will take lawful positive action to promote equality of opportunity.*

The policy is set within a legal framework and good practice guidelines which includes:

- The Race Relations Act (1976, amended 2000)
- The Sex Discrimination Act (1975, amended 1986)
- The Disability Discrimination Act (1995)
- The Equal Pay Act (1970)
- The Human Rights Act (1998)

*(A full list can be found at Appendix A.)*

In carrying out our policy we will:

- Comply with all legislation and take account of codes of practice and emerging case law, to ensure we are at the forefront of best practice.
- Make every effort to attract people from all groups, either to work for Sanctuary Carr-Gomm, to act as volunteers, or to receive our services.
- In strict confidence, collect and monitor data on gender, age, ethnic origin and disability of all those applying to us for services and employment.
- Take seriously and investigate urgently any alleged discrimination.
- Regularly review and evaluate our practices and set objectives and priorities.

- Ensure Equality and Diversity issues are integral to all Sanctuary Carr-Gomm's strategies and action plans.
- Ensure that our services are relevant, attractive and accessible to all those who use them and those who could potentially use them.

Sanctuary Carr-Gomm's policy is set out in greater detail as part of information about specific areas of activity.