



EQUAL OPPORTUNITIES POLICY

This policy applies equally to both volunteers and employees.

We live in a wide-ranging society where people are discriminated against both intentionally and unintentionally because of their race, skin colour, ethnic origin, religion, cultural beliefs, nationality, national origin, gender, sexuality or age. People suffering from HIV and Aids and people with disabilities may be discriminated against due to lack of understanding about their capabilities and experiences.

We recognise that any of the above groups of people may experience discrimination and as we are opposed to this situation, we will take steps to challenge it.

1. STATEMENT OF INTENT

- 1.1 Streetlight UK is a Christian-based organisation committed to social justice and opposed to discriminatory practice.
- 1.2 We recognise there is widespread discrimination in society against different groups of people. This discrimination can be either direct or indirect but in either form, it devalues and excludes the individuals or groups who experience it.
- 1.3 We are opposed to all forms of discrimination. We believe we have a responsibility to take all necessary action to prevent discrimination within our organisation.
- 1.4 We aim to ensure policies, practices and procedures reflect the best examples in anti-discriminatory practice and that all those with whom we have contact such as employees, potential employees, volunteers, users and others, experience genuine equality of opportunity.
- 1.5 We recognise that a written policy will not in itself ensure equality of opportunity. This can only be striven for by a constantly renewed commitment to non-discriminatory practice and regular review and monitoring of our policy and its implementation.

2. POLICY

- 2.1 No person seeking help and support from Streetlight UK will be treated less favourably on grounds of:
 - a) Race, colour, nationality or regional origin.
 - b) Gender, age or sexual orientation.
 - c) Religious, philosophical or political beliefs.
 - d) Physical disability, mental health, learning difficulty, living with HIV/Aids.
- 2.2 Streetlight UK will seek to recruit employees and volunteers from all sections of the community, providing those individuals are able to own and promote the vision and values of the group as laid down in our ethos and aims & objectives.
- 2.3 In entering into partnership with other agencies, Streetlight UK will seek a mutual commitment to Equal Opportunities.
- 2.4 Streetlight UK will seek to incorporate into its management structure the ideas and feedback from its employees, volunteers, clients and service users.

3. CHRISTIAN ASPECTS

- 3.1 Although we are a Christian based organisation we do not discriminate against persons seeking our help. Our Christian values determine how we treat others: with respect, dignity, love and a non-judgmental attitude. We are seeking to support women and children out of a lifestyle of prostitution.

This policy will be reviewed annually and updated if necessary.

FOR FURTHER INFORMATION

Equal Opportunities Commission

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