

COMMUNITY ACTION: MK

promote·support·engage·involve

STATEMENT OF INTENT ON EQUAL OPPORTUNITIES

COMMUNITY ACTION: MK believes that life is positively enriched for all of us by the diversity of individuals in society and that all have a contribution to make.

We recognise that groups and individuals are discriminated against, both directly and indirectly*, intentionally or unintentionally, on the grounds of:

- race, colour, nationality, ethnic or national origin
- sex, marital status and caring responsibilities
- lesbianism, homosexuality or any lawful sexual practice
- age
- physical or mental disability or mental health
- political belief, religion
- class
- employment status
- unrelated criminal conviction
- learning disability

We aim to ensure that job applicants, staff members, volunteers, individuals or organisations to whom we provide services, neither receive less favourable treatment on these grounds, nor are disadvantaged by conditions or requirements that cannot be shown to be justifiable.

COMMUNITY ACTION: MK believes, however, that there is no evidence to suggest that passive policies will succeed in promoting equality of opportunity, we believe that discrimination will not disappear of its own accord. We, therefore, commit ourselves to undertaking a programme of action against discrimination. This will include:

- Targeting publicity and undertaking direct talks about COMMUNITY ACTION: MK to disadvantaged groups
- Working closely with relevant umbrella organisations
- Ensuring that articles in our newsletters do not contain language which might be discriminatory

- Ensuring that it promotes positive images of disadvantaged groups via its illustrations
- Ensuring that COMMUNITY ACTION: MK staff and, where appropriate, management committee members receive training on equal opportunity issues

* **Direct discrimination** arises when a person treats another person less favourable than he or she treats or would treat someone also on any of the grounds outlined in the above Statement of Intent. In considering whether a particular kind of treatment of a person constitutes direct discrimination, it is necessary to enquire:

- a) whether it was less favourable than the treatment which was (or would have been) accorded to another person and, if so,
- b) whether the less favourable treatment was on discriminatory grounds, ie nationality, age, disability, sex etc

Indirect discrimination consists of treatment which may be described as equal in a formal sense as between different groups, but discriminatory in its effect on one particular disadvantaged group because it applies unnecessary conditions or requirements.