

## EQUAL OPPORTUNITIES POLICY

A main principle of Advocacy is EQUAL OPPORTUNITIES

The equal opportunities policy helps to make sure that:

- Everyone is treated with equal respect and consideration
- There is **NO DISCRIMINATION** in Advocacy

## HOW EQUAL OPPORTUNITIES WORKS

The Advocacy Organisation will:

- Offer equal opportunities of work in Advocacy for all
- Aim to choose Advocacy Workers from diverse communities
- Respect an Advocacy Worker as an individual
- Offer equal support to Advocates from ethnic communities
- Offer equal opportunities for training to Advocates
- Avoid discriminating against Advocacy Workers
- Act in a positive way to the Advocacy Workers needs
- Tackle discrimination against Advocacy Workers

**Everyone who is part of the Advocacy Organisation will:**

- Offer equal opportunity for all to take part in advocacy
- Be easy to reach for people in their local community
- Respect the Advocacy Partner as an individual
- Offer equal support to people from ethnic communities
- Have training to meet the needs of the Advocacy Partner
- Avoid discriminating against an Advocacy Partner
- Act in a positive way to the needs of the Advocacy Partner
- Tackle discrimination against Advocacy Partners

The Advocacy Organisation will use a **fair and equal** disciplinary process with anyone ignoring this policy