

EQUALITY AND DIVERSITY POLICY

This policy statement outlines CAPPP'S Policy on Equality and Diversity for all members, committee and employees .

Commitment to equality and diversity

CAPPP is committed to promoting equality of opportunity and diversity to ensure discrimination and stereotyping play no part in the organisation's practice.

CAPPP believes a supportive professional network will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of employees members and participants in our activities that enables them to achieve, to contribute fully, and to derive maximum benefit and enjoyment from their involvement.

To this end, CAPPP acknowledges the following basic rights for all employees, members, workshop participants and prospective members:

- to be treated with respect and dignity
- to be treated equally and fairly

Responsibilities

These rights carry with them responsibilities and CAPPP requires all members to recognise these rights and to act in accordance with them in all dealings. In addition, CAPPP will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, on the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, marital status, social background, family circumstance, sexual orientation, gender reassignment, spent criminal convictions, age or for any other reason.

CAPPP will challenge inequality and less favourable treatment wherever practicable.

Code of practice

1. In complying with the terms of the DDA, and within the resources available to it, CAPPP aims to work towards full accessibility of all its activities; physical, attitudinal and procedural – which may prevent full participation by disabled people.

2 .As part of the workshop programme the committee will organise periodic disability access and awareness training to ensure that all members are fully informed of the implications of the DDA and CAPPP policy.

3. All members will be sent by email or post a copy of this Equality Opportunity and Diversity CAPPP Policy, which is also displayed on the website.

4. Implementation of this policy is the responsibility of all CAPPP members and paid workers. The committee undertakes responsibility for periodic review of this Policy.

Related Policies

All CAPPP policies will be reviewed to ensure that they comply with the Equality & Diversity policy. The following directly relevant policies and procedures underpin CAPPP's Equality & Diversity Policy.

- * Equal Opportunities Policy
- * Disability Policy
- * Workshop Policy

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Appendix I

EQUAL OPPORTUNITIES POLICY STATEMENT OF INTENT

CAPPP welcomes as members employees, workshop facilitators and other (non member) workshop participants of whatever race, nationality, colour, culture, age, gender, sexual orientation, religious or other beliefs of all those involved, and of any disability or health problem they may experience.

CAPPP further aims to operate in ways which are sensitive to any differences or special needs identified by members. CAPPP recognises the challenge of actively working to encourage and enable access for all participants to its events.

CAPPP strongly believes that it is enriched as an organisation, and in the work it does, by the participation of all sectors of society.

The implementation of CAPPP's Equal Opportunities Policy is the responsibility of all its members and employees. The Committee, who will also have responsibility for periodic review of the Policy.

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Appendix II

DISABILITY POLICY

CAPPP aims to welcome members, employees, workshop facilitators and other participants of whatever disability or health problem they may experience.

CAPPP further aims to work in ways which are sensitive to any differences or special needs identified by the people with and for whom it works. CAPPP recognises the challenge of actively working to encourage and enable access to its work, which includes creating access to further provision, for all sectors of the community.

CAPPP also aims to employ and welcome as members individuals, groups and organisations regardless of any disability or health problem they may experience; and to positively enable the participation of all sectors of the community in the work of CAPPP through practical and attitudinal adaptations to any differences or special needs those individuals, groups and organisations identify.

CAPPP strongly believes that it is enriched as an organisation, and in the work it can do to benefit members and the public, by the participation of all sectors of society.

The implementation of CAPPP's Disability Policy is the responsibility of all its members and employees. This implementation will be monitored and evaluated by CAPPP's Management Committee, who will also have responsibility for periodic review of the Policy.

CAPPP subscribes to the Social Model of Disability proposed by the World Programme of Action on Disability which considers that it is society's attitudes, and an environment constructed and organised for and by able bodied people, which constitute the most disabling aspects of being disabled, rather than the physical effects of an individual's condition. The DDA definition of disability is:

'A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day-activities'.

Impairment must affect one of the following: mobility; manual dexterity; physical coordination; continence; ability to lift, carry or otherwise move everyday objects; speech, hearing or eyesight; memory or ability to concentrate, learn or understand; or perception of the risk of physical danger. People who 'have had' a disability are also covered.

Under the terms of its Equal Opportunities Policy (2008) CAPPP aims to be inclusive, (within the requirements of its criteria for membership in all of its activities) and in compliance with the DDA 1995, Parts I & II.
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