

# Equal Opportunities Policy

adapted from Housing Justice Shelter in a Pack

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**1.**

## WYDAN NIGHT SHELTER

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We recognise that in our society groups and individuals have been, and continue to be, discriminated against on the basis of various grounds, including asylum status, age, disability, gender, race, sexual orientation, and religion or belief. We believe that discrimination on any ground whatsoever is unacceptable. We are determined to make all efforts to prevent discrimination or other unfair treatment against any WYDAN NIGHT SHELTER staff, volunteers or users of its services. The aim of WYDAN NIGHT SHELTER is, therefore, to provide genuine equality of opportunity for our employees, volunteers and for the guests who use our services.

**2.**

## WYDAN NIGHT SHELTER

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will seek to ensure that there is no discrimination in service provision and delivery. All guests and visitors and volunteers will be treated with dignity and we will endeavour to ensure that our services respond appropriately to the needs of all sections of our community. We recognise that this will involve careful monitoring of the use made of our services.

**3.**

## WYDAN NIGHT SHELTER

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recognises the importance of training in assisting NSSG members, employees and volunteers to understand and operate effective equal opportunities practice. It will enable them to meet the requirements of all those who might wish to make use of our services and to develop their own skills and abilities to full advantage. It will also increase awareness to recognise and to deal with oppression, racism or discrimination when observed or experienced.

**4.**

## WYDAN NIGHT SHELTER

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will seek to ensure that in recruitment and employment practice there is no discrimination, and will endeavour to ensure that its structures and committees represent all sections of the community.

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5.

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will ensure that both employees and volunteers have adequate support to deal with discrimination in their work. It also undertakes to provide a mechanism for guests to register complaints where necessary. Complaints will be dealt with promptly, initially by the Night Shelter Manager, and if necessary by the Chair of the Night Shelter Steering Group and for final appeal by the WYDAN Trustees.

6.

## WYDAN NIGHT SHELTER

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undertakes to develop systems which audit and monitor service delivery.

**7. A review of the Equal Opportunities Policy** and its implementation will be carried out regularly. We will consult with our employees and volunteers on the development of our services on a regular basis.

8.

## WYDAN NIGHT SHELTER

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is committed to work positively and practically to achieve the aims set out in this policy statement. We are committed to an efficient monitoring and evaluation process to ensure effective implementation of the policy.

**Last Updated and Approved July 2019**

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