

THE MINISTRY OF PARENTING (A Community Interest Company)
Promoting Creativity in Parenting Support

The Ministry of Parenting (CIC)
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Equal Opportunities Policy

Introduction

This policy will establish the means for ensuring that equal opportunities are integral to all activities and actions undertaken by The Ministry of Parenting (CIC). It will provide the means to ensure that all children, parents and carers in the communities within the Essex and the surrounding counties have equal access to facilities and services and to uphold their right to the highest quality of service provision.

The Ministry of Parenting (CIC) will work towards providing all children with an equal start in life and seek to address inequalities throughout its activities. It will aim to create a work atmosphere and environment in which parents, carers, children and all members of the communities are able to participate, where there is diversity and choice, and where everyone is able to develop to their potential. The Ministry of Parenting (CIC) is committed to addressing its own prejudices and to challenging discriminatory attitudes in others and within other organisations and projects.

The Ministry of Parenting (CIC) will continually monitor its work and seek the opinions of others to ensure that it is truly consistently translating its equal opportunities policy in its practices and values.

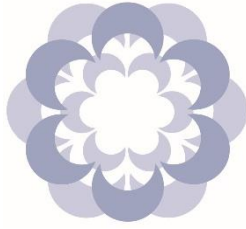
Accessibility

The Ministry of Parenting (CIC) will ensure that its services are accessible by:

- Identifying and planning what is needed to make services fully accessible.
- Services available at times and places which suit parents, carers and children.
- Ensuring that The Ministry of Parenting (CIC) facilitators have the capacity to communicate with all potential users through appropriate languages.
- Ensuring that activities are known about by all who may have need of them, with information distributed as widely as possible, be racially sensitive, be in appropriate format, and ensuring through consultation that services continue to be appropriate to needs.
- Ensuring that differences in language, religion, culture and diet do not become barriers to participation in activities and services.
- Finding ways of consulting those who do not choose or are not able to use services within the Essex and surrounding areas.
- Creating an environment and atmosphere within which everyone is free to participate.

Culture

The Ministry of Parenting (CIC) will ensure that its services recognise the diversity of culture and experience by:



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- Co-operating and supporting Minority Ethnic Groups making use of their knowledge and skills.
- Including ethnic monitoring on all forms to recognise diversity and address special needs.
- Creating an atmosphere and environment where there is diversity and choice.
- Basing its work on a sound knowledge of the diversity of life experiences and culture of the people it seeks to serve.
- Broadening its own and others' knowledge of different cultures.
- Using materials and resources which promote positive images.
- Ensuring that staff and management groups seek to become representative of communities within areas that their activities serve.
- Recognising and addressing the differences between the programme values and beliefs and those of other people.

Quality and Flexibility

The Ministry of Parenting (CIC) will ensure that its activities are relevant, flexible and high quality by:

- Working to uphold the right of all children and families to have access to good quality services.
- Ensuring that its services are developed in conjunction with other agencies and in consultation with local communities, and other projects in the area.
- Ensuring that all directors are involved in discussions about the provision of services.
- Continuing to record, evaluate and review the work of the services.
- Ensuring that The Ministry of Parenting (CIC) is clear about what its activities are able, and unable, to provide.

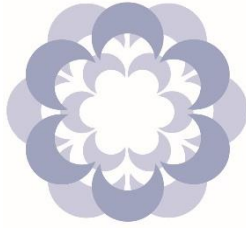
Potential

The Ministry of Parenting (CIC) will enable children, parents and carers to develop their full potential by:

- Assisting parents and carers to recognise and develop their skills, increase choices open to them and feel in control of their own situations.
- Enabling children, parents and carers to gain access to the information and resources they need.
- Ensuring that information about services is made available to all potential users.
- Finding ways to take account of the needs of all.

Abuse/Harassment

The Ministry of Parenting (CIC) will protect children from abuse/harassment by:



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- Ensuring that the protection of children and children's rights override all others.
- Working to prevent the stigmatisation or harassment of children, including those from minority ethnic groups or those that are disabled.
- Listening to and responding to the experience of children and that children's issues are regularly reviewed and addressed.
- Enabling children and families to be aware of their rights, including the right of protection, and to secure access to other support networks, agencies or advocates
- Responding positively to victims of abuse or harassment and working with others to help them secure access to the support they need

Discrimination

The Ministry of Parenting (CIC) will challenge discrimination by:

- Being ready to become aware of and address its own prejudice and to challenge prejudiced attitudes and statements from others.
- Ensuring activity providers and their staff become aware of discriminatory factors which many inhibit some people in participating in the activity and Parent programmes.
- Making The Ministry of Parenting (CIC) equal opportunities policy known to other groups and projects.
- Planning training and awareness events for all The Ministry of Parenting (CIC) programme participants (committees, staff, volunteers, users).

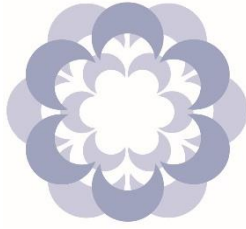
Inequalities

The Ministry of Parenting (CIC) will work to reduce inequalities by:

- Ensuring that it draws attention to the places where systems are failing the people with whom it works.
- Forming alliances with other groups and projects for advocacy and networking.
- Working to ensure that all communities get fair treatment from all organisations and The Ministry of Parenting (CIC).
- Maintaining records, statistics and evaluation procedures to enable activities to address equality/inequality issues.

Employment

The Ministry of Parenting (CIC) will ensure equal employment opportunities by:



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- Requiring that all staff and volunteers who work within the programme comply with current legislation and are committed to carrying through The Ministry of Parenting (CIC) equal opportunities policy to their staff and volunteers.

The Aim

The aim is to create an environment in which the talents and resources of all employees are utilised to the full. In recruiting staff for The Ministry of Parenting (CIC) services all agencies will be required to ensure that:

All employees and applicants are selected for employment, training and promotion on the basis of their ability, qualifications and fitness for the job and are treated in all respects on the basis of merit and ability.

No job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, creed, age, ethnic origin, colour, religious belief or political opinion or is disadvantaged by any conditions or requirements which cannot be shown to be justified.

All staff and volunteers will be required to participate in disability and racial awareness training.

Agencies providing activities within the programme have in place an equal opportunities policy setting out individual responsibilities and action for promoting equal opportunities.