



## EQUALITY POLICY / STATEMENT

CRISC is fully committed to the principles of the equality of opportunity. It is responsible for ensuring that no member or volunteer receives less favourable treatment, on the grounds of age, colour, disability, ethnicity, parental or marital status, nationality, religious belief, social status and/or sexual preferences.

CRISC promotes inclusion and is required by law not to discriminate against its members and recognises its legal obligations under the following acts:

- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Equality Act 2010

CRISC acknowledges that discrimination can be either direct or indirect. Direct discrimination relates to treating one person less favourably than another. Indirect discrimination occurs when a condition is applied equally to all, but has a detrimental effect to a particular group and cannot be justified.

Harassment is any form of unwanted or unwelcomed behaviour which includes mild unpleasant remarks, inappropriate conduct, or physical violence. It may be of a sexual or racial nature, or it can be directed towards people because of their age, sexuality, a disability or other characteristics.

Victimisation occurs when someone is treated less favourably than others for exercising their legal rights, using a complaints procedure or supporting colleagues who have done so.

CRISC is committed to ensuring that all stakeholders are able to conduct their activities in an environment that is free from discrimination, harassment and victimisation.

A copy of this document is available to all members, parents, carers and volunteers of CRISC. All stakeholders have responsibilities to respect, act in accordance with and thereby support and promote the spirit of this policy.

### Monitoring and Grievance Procedures

The CRISC Committee is responsible for ensuring that this equality policy is followed and for dealing with any actual or potential breaches.

To safeguard individual rights under the policy, an official who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter. Any member may at any time refer a complaint to one of the Welfare Officers.

CRISC is concerned that individuals should feel able to raise any grievance and no official will be penalised for doing so unless the complaint is untrue and/or not made in good faith.

