

EQUAL OPPORTUNITIES POLICY STATEMENT

Age UK Milton Keynes (AUK MK) welcomes diversity and is committed to the promotion of equal opportunities in its service provision, volunteer activity and in its employment and managerial practices. It strives to ensure that no one connected with AUK MK receives less favourable treatment than others on the grounds of ethnic background, culture, age, religion, sex, sexuality, disability, class, health or marital status or by any condition or requirement which cannot be shown as justifiable.

AUK MK views all forms of discriminatory language and behaviour as demoralising for those who are affected, and degrading for those who indulge in it. Racist, sexist, ageist or otherwise oppressive language or behaviour is not acceptable from either service providers or users.

In order to ensure that all sections of the community benefit from the services offered by AUK MK, it is essential that all members of the workforce involved in service provision, develop an understanding and respect for the range of needs within the community. This includes a personal commitment and responsibility to understanding and accepting that forms of bigotry such as racism, sexism, ageism etc. are oppressive and must be challenged. AUK MK is committed to promoting positive attitudes and implementing strategies that promote positive attitudes towards individuals and groups facing discrimination. AUK MK also acknowledges the need to be aware of discriminatory attitudes and behaviour that may occur within daily practices & working structures and recognise the need to explore ways of challenging and dealing with these.

In order to effectively implement its intentions in equality of opportunity, AUK MK is committed to ensuring that all members of its workforce are aware of and identify with these aims and will introduce measures in order to address and combat all direct and indirect discrimination. This includes promoting and encouraging awareness through training, supervision and support within the organisation.

Signed



(Chief Executive)

Date: 15th April 2019