



# The Baby Café Charitable Trust

## Policy P4: Diversity (Equal ops)

<b>Policy number</b>	P4
<b>Policy name</b>	Diversity (Equal opportunities)
<b>Applicable to</b>	This policy applies to all areas of The Baby Café Charitable Trust at local, national and international level.
<b>Date agreed</b>	7 <sup>th</sup> September 2006 (original) 18 <sup>th</sup> October 2007 (review)
<b>Date for review</b>	September 2009

### 1. Background

The Baby Café Charitable Trust is a national charity. Our mission is based on a fundamental belief in the value of diversity and accessibility in our community and the importance of ensuring equality of opportunity in all areas of our work. We recognise that people with diverse cultures and perspectives bring fresh ideas and perceptions that benefit our organisation and all of its stakeholders.

We are committed to developing and maintaining an organisation in which differing ideas, abilities, backgrounds and needs are fostered and valued, and where those with diverse experiences are able to participate and contribute. We recognise that this will enhance our effectiveness in carrying out our work.

### 2. General

The Baby Café Charitable Trust opposes all forms of discrimination (intentional, unintentional and institutional). We believe that all individuals must be treated fairly, with dignity and respect.

We are firmly committed to promoting equality of opportunity. We seek to ensure that our services are relevant and accessible to all who wish to use them.

We will promote the need for Baby Café trustees, volunteers and staff to take actions against any discrimination, which comes to their attention.



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We will not discriminate against job applicants, staff members, volunteers, individuals or organisations to which we provide services on the grounds of:

- race, colour, nationality, ethnic or national origin
- gender, marital status and caring responsibilities .sexuality .age
- physical or mental disability or mental health status
- HIV status/ AIDS diagnosis
- religion/faith
- social origin or class, employment status
- unrelated criminal conviction

We are committed to ensuring equality of opportunity in the recruitment, working environment, training/development and conditions of employment of our staff and volunteers. We will take action against harassment and offer support to victims of such harassment.