



DUNMURRY COMMUNITY ASSOCIATION (DCA)

Equal Opportunities Policy

Policy Statement

We the Committee Members, and volunteers of Dunmurry Community Association (DCA) are committed to combating discrimination and promoting equality of opportunity throughout our decision-making processes, in our community opportunities and access to our services.

Policy Objectives

At DCA we will

- Be open and transparent about our activities by providing regular information updates to the community, by responding to requests for information about our work and by producing an annual report that will be presented to an open AGM.
- Make our services available to all members of the community regardless of age, gender, socio-economic status, race, religious belief, physical ability, mental health, criminal record or ADS/HIV+ status.
- Openly advertise all volunteer opportunities and select on the basis of equality of opportunity and suitability to the position based on the demands of the post.
- Positively promote equal opportunities by encouraging members groups to adopt an equal opportunities policy and approach to their work.
- Have all sections of our community represented on the Committee of the SEC
- Committee members and volunteers with DCA will adhere to equal opportunities and anti-discriminatory legislation when acting on behalf of the DCA.

Procedures for Implementation

Billy Thompson is appointed as our Equal Opportunities Officer with responsibility for community consultation, updating of policy and procedure in light of community feedback or legislative changes, maintaining representation balances and organising relevant equal opportunity training for the committee and volunteers.

A quarterly newsletter will be produced by the Association detailing past, current and future work and providing contact names etc for further information on any of the articles included.

Publications will aim to use language that is easily understood and acceptable to all members of the community.

An annual report will be produced and circulated both at the AGM and on request thereafter.

An open AGM will be held with prior notice posted in local, well used businesses and advertised in the Dunmurry Community Association and the local Parish Church.

All residents' services will be openly and equally available to the community and direct internal action will be taken to bring services to traditionally discriminated against groups. These additional efforts will not be charged for or result in a poorer quality or less efficient service.

All volunteering opportunities will be publicly advertised, and recruitment and selection will follow equality guidelines. The Committee will be included in recruitment and selection processes.

Members of the Committee will be drawn from recognised sections of our community to ensure a broad representation of interest and equality of

opportunity to influence the work of the DCA. Additional co-options will be made, and occasional advice will be sought from agencies and bodies representing minority interests if these are not already included on the board of the DCA.

The committee will be consulted on an on-going basis about the activities of the DCA.

Training will be made available to group members on equal opportunities to encourage them to develop and adopt an anti-discriminatory and equal opportunities policy.

Any member of the committee or volunteer engaged in direct or indirect discrimination or breach of equality of opportunity when acting in the name of or on behalf of DCA will receive a written warning from the Equal Opportunities Officer. More than two written warnings will result in suspension/dismissal.

All members of the committee and volunteers will be circulated with this policy and a policy statement will be displayed at Dunmurry Community Association, Fullerton Park, Glenburn Road, Dunmurry, BT17 9BB. Anyone in receipt of this policy or included in its disciplinary procedures can request additional equal opportunities awareness training by contacting the Equal Opportunities Officer.