



Policies

We are happy to share our policies with other voluntary and community organisations. For more information on The Care Forum's policies, [please contact us](#).

Equal Opportunities Policy and Statement of Intent

The Care Forum aims to be an equal opportunities organisation. Our policies are in a continuous process of being developed and implemented and are subject to regular reviews. This is an ongoing process, which is led and monitored by the Executive Committee. The policies set a formal framework for the development of anti-discriminatory work for staff, committee members and volunteers.

To date the following policies contain an Equal Opportunities perspective:

- Equal Opportunities Statement of Intent
- Complaints, Grievance and Disciplinary Procedures
- Employment and Recruitment Policy
- Policy Document on the Roles and Responsibilities of the Executive Committee
- Harassment Policy
- Leave Policy
- Key values Policy

The Care Forum aims to be an anti-discriminatory organisation committed to the promotion of equal opportunities and the elimination of all forms of discrimination, particularly on the grounds of ethnicity, gender, impairment, sexual orientation, age, class or religion.

The Care Forum recognises discrimination in all its forms to be a major barrier to the achievement of genuine equality and therefore identifies elimination of discrimination as a priority.

In policy development, it is our aim to develop and implement anti-discriminatory strategies and positive action programmes, and to improve these policies throughout our sphere of influence.

The Care Forum will endeavour to establish a broad base for consultation amongst staff members and affiliates, to identify priorities and needs in developing its anti-discriminatory policies, strategies and practice.

The Care Forum will regularly monitor and review the composition of its Executive Committee, staff, membership and service user groups with an aim to encourage a broad base representation of all those groups amongst its membership who experience discrimination.

The Care Forum is keen to promote awareness of equal opportunities issues amongst its members and service users and encourage them to operate within an anti-discriminatory framework.

This policy applies to:

- All staff employed by The Care Forum irrespective of funding agent
- All members of The Care Forum Executive Committee
- All volunteers of The Care Forum
- All aspects of promotional, advice giving, developmental and campaigning functions of The Care Forum as determined by the Executive Committee.