



## **Equal Opportunities Policy**

MCS acknowledges that the experience of discrimination is a reality for many people. Because of race, gender, age, disability, sexual orientation and other issues people are denied life opportunities, find access to services more difficult, and experience inequality as a result. This results in injustice which needs to be addressed.

MCS is committed to challenging all forms of discrimination, promoting equality of opportunity and good community relations. By its nature it provides services to vulnerable and often disadvantaged members of the community who have often experienced direct or indirect discrimination.

MCS has a membership policy which establishes an equal and diverse organisation where everyone is treated with respect and every opinion valued. It is committed to empowering its members as well as its clients.

### *Marches Counselling Service (MCS) will:*

1. Ensure to the best of our ability that no current or potential member of staff, volunteer, or client will experience discrimination, implicitly or explicitly, as a result of our attitudes, activities or policies
2. Examine any evidence of discrimination and take appropriate action
3. Endeavour to extend the knowledge and understanding of issues effecting people who experience discrimination and provide training where possible
4. Monitor our recruitment of staff and volunteers with particular reference to providing equality of opportunity
5. Assist wherever possible those who have been the subject of discrimination in other contexts through the provision of counselling.

This policy will be monitored by the clinical management team and reviewed annually by the trustees.

Policy adopted: 4.04.2011

\*Reviewed 2014

\*Reviewed AUG 2022