

JNCTP Equal Opportunities Policy and Strategy

EQUAL OPPORTUNITIES POLICY STATEMENT

The JNCTP recognises that in our society groups and individuals have been, and continue to be discriminated against on the basis of gender, ethnic origin, religion culture and life-style, disability, age or sexuality, employment status and class.

The aim of our Equal Opportunities Policy is to ensure that members can participate equally and fully in the affairs of the organisation, such as conferences, meetings and study days....

The JNCTP will make use of the Equal Opportunities Policy to challenge and address, all forms of discrimination in all areas of the organisational structure and its work.

Statement of Values and Principles

The JNCTP holds certain values and beliefs that are seen to enhance the aspiration to equality of opportunity.

The JNCTP:-

- Welcomes, values and celebrates diversity in society and strives to reflect this in its membership
- Believes that equality of opportunity is important in all aspects of work and has a special significance in education, training and qualifications as these create new opportunities for those who have access to them.
- Believes that a holistic, person-centred approach to its members and all with whom it works will encourage involvement and inclusion through the meeting of specific needs.
- Encourages the full participation of individuals in the work and events of the organisation on equal terms.

The JNCTP will monitor and annually review the Equal Opportunities Policy.

THE IMPLEMENTATION STRATEGY DOCUMENT

This indicates the ways in which the JNCTP will seek to implement Equal Opportunities in its key areas of work – membership and participation, communication, meetings and training conferences, accreditation and endorsement, recruitment and selection and partnership with other organisation.

Membership and Participation

All those attending JNCTP meetings and events will be treated with respect. It is therefore essential that members should challenge all racist, sexist, and other oppressive language and behaviour. Where possible this should be done in a constructive way that promotes reflection and learning.

Information for meetings will be clearly and concisely produced, and forwarded to members.

The establishment of groups to promote specific interests and needs is strongly welcomed and encouraged by the JNCTP.

JNCTP will seek to ensure that membership of all sub-committees and working parties is balanced and that the views of members of oppressed groups are represented appropriately.

JNCTP communications strategy will make use of ICT and also ensure that diverse methods of information dissemination are used, as appropriate to ensure inclusion of all members.

Language and Communication

JNCTP will try and ensure that spoken and written language in the conduct of its affairs is plain, simple and clear. When necessary resources will be employed to ensure clarity and shared meaning – e.g. the provision of glossaries, or verbal explanations etc.

The language used for the promotion, publicity and conduct of routine business will be checked to avoid the use of discriminatory language.

Illustrations and graphics will be used to reinforce the JNCTP's commitment to equal opportunity and to encourage the participation of under-represented groups.

JNCTP will seek to ensure that its communications are commensurate with the needs of its members, for example with regard to visual and audio impairment, translation.

Organisation of Meetings and Training Conferences and Other Events.

Venues

Venues must be accessible to all members. A register of suitable venues will be compiled and used for meetings, and new ones, added following confirmation through inspection of their accessibility. All necessary parts of the building to be used must be accessible for people with disabilities in accordance with the requirements of the Disability Discrimination Act 1995 and 1999.

Transport

General meetings should alternate between Northern, Southern and Midlands venues, to equalise the burden on transport costs amongst members and to encourage participation.

All venues, to be easily accessible by public transport.

A clear map must be provided for each venue. This must include all necessary details to get there by public transport, and support the travelling member as much as possible.

Welcome

Signs should be displayed at the entrance to the building and inside, welcoming participants and showing where to find reception.

A member of the Executive Committee should have the dedicated task of meeting and welcoming members, especially new ones.

Catering

Lunch will be provided at all meetings. This will include vegetarian food, which must be prepared and presented with proper respect for vegetarian needs. Food should be clearly labelled.

Refreshments available should include cold drinks and caffeine-free hot drinks, besides regular tea and coffee.

Booking

Forms should request information about dietary, childcare and other needs so that organisers can undertake to meet these needs as far as they reasonably can

Childcare

JNCTP will seek to ensure childcare provision is made, to enable members to attend meetings and conferences. This will be through the provision of a crèche, where logistically viable or the payment of Child Care costs, agreed and determined by the Treasurer and other Executive Member in advance of the event.