

West Oxford Community Association Equal Opportunities Statement

1. West Oxford Community Association recognises that in our society power is not held equally, and that groups and individuals have been and continue to be discriminated against on many grounds, including for example, race, gender, age, disability, sexual orientation, class, religion, marital status, and where they live.
2. West Oxford Community Association also recognises that where direct or indirect discrimination occurs it is both morally and legally unacceptable, and is in direct contradiction of West Oxford Community Association's constitutional commitment to serve the whole community.
3. West Oxford Community Association has made an Equalities and Diversity Policy and Commitment which sets out clearly and fully the positive action the Association intends to take to combat direct and indirect discrimination in employment policy, management of the organisation, and the services it provides to community organisations and in its relationships with other bodies and individuals.
4. In adopting this Policy and Commitment, West Oxford Community Association is also making an unequivocal commitment to implementing it, with the aim of ensuring that equal opportunities becomes a reality.
5. We aim to create an association that is inclusive and promotes diversity and equality throughout its activities and organisation. We aim to create attitudes and a culture within the association that encourages all members to challenge any language, attitude or action that may cause offence or discrimination, or that is derogatory racist or sexist.
6. We will challenge any harassment, abuse or intimidation of any person.
7. West Oxford Community Association also commits itself to encouraging groups using the community centre to adopt an equalities and diversity policy and to supporting and assisting them in the process.

The full West Oxford Community Association Equalities and Diversity Policy and Commitment can be found on the WOCA web site www.woca.org.uk or a copy can be obtained from the office.