

## Cambridge Rape Crisis Centre: Equal opportunities policy

Cambridge Rape Crisis Centre (CRCC) is an Equal Opportunities service in terms of both service provision and recruitment.

This Policy is about promoting positive attitudes towards equality and diversity and to ensure that everyone working at CRCC or receiving a service from CRCC is treated with dignity and respect in line with legislation under the Equality Act 2010, bringing together myriad Acts and Regulations, which formed the basis of anti-Discrimination law in the UK prior to the Equality Act 2010 and legislates against:

1. Direct discrimination (someone is treated less favourably than another person due to having a protected characteristic or is perceived to have a protected characteristic)
2. Associative discrimination (direct discrimination against someone because they associate with another person who possesses a protected characteristic or perceived to have a protected characteristic).

Protective characteristics are defined as:

- Age
- Disability
- Gender re-assignment
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marital status or Civil Partnership
- Pregnancy or maternity

As such CRCC will not discriminate directly or associatively on the grounds of any protected characteristic.

CRCC will also ensure that it does not discriminate indirectly i.e. have a procedure or policy that applies to everyone but disadvantages those with a particular protective characteristic.

The centre is however a service that only offers support to women and girls who have suffered any form of sexual abuse, with the exception of the Ch/ISVA service which is available for anyone to access. The provision of such a single sex service is lawful under the Gender Equality Duty (2007), in that because women make up the majority of sexual violence 'victims', it is appropriate that services are available for women only. In addition, because of the nature of the work carried out, CRCC is run for women by women and therefore reserves the right to only recruit women. This is also legal under Schedule 9, Part 1 of the Equality Act 2010.

CRCC is committed to ensuring equality of access both to the service and to opportunity and will make appropriate provision for all service users, volunteers and workers with special requirements insofar as facilities and resources will allow. This includes giving all employees and volunteers' equal opportunity and access to training to enable them to progress both within and outside the organisation.

CRCC is committed to a programme of action to make this policy effective and will bring it to the attention of all volunteers and workers, who should familiarise themselves with it.

Any volunteer, worker or service user who wishes to make a complaint about equality should refer to the Complaints Policy and Procedure.

### **Statement of Equality and Diversity**

Cambridge Rape Crisis Centre (CRCC) recognises that many people in our society experience discrimination or lack of opportunity for a variety of characteristics identified as protected characteristics under the Equality Act 2010 defined as age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, marital status or Civil Partnership and pregnancy or maternity.

CRCC aims to provide a service which actively promotes equality of opportunity and freedom from direct and associative discrimination and we make every effort to relate to all people in a respectful and equal manner in the belief that all individuals should be treated on the basis of individual merit and without prejudice.

All volunteers, employees and committee members must uphold and support this Statement of Equality and Diversity and the associated Equal Opportunities Policy.