

Dean Court Community Association
Equal Opportunities Statement



1. Dean Court Community Centre Association (DCCA) 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. DCCA also recognises that where direct or indirect discrimination occurs it is both morally and legally unacceptable, and is in direct contradiction of DCCA's constitutional commitment to serve the whole community.
3. DCCA 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, DCCA is also making an unequivocal commitment to implementing it, with the aim of ensuring that equal opportunities becomes a reality.
5. DCCA aims 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. DCCA will challenge any harassment, abuse or intimidation of any person.
7. DCCA 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 **Dean Court Community Association Equalities and Diversity Policy and Commitment** can be found on the DCCA website: <http://www.deancourtcc.org.uk> or a copy can be obtained from the Management Team.