

Equal Opportunities Policy

Purpose

To ensure that there within the Rahab project there are no discriminatory practices against any group of people and that they are all treated fairly, with dignity and respect.

As an affiliate, The Rahab Project abides by the Equal Opportunities policy of *Beyond the Streets* (previously the National Christian Alliance on Prostitution), as set out below. (We have replaced *Beyond the Streets* with our project name)

1. Statement of intent

- 1.1 The Rahab Project is a Christian-based organisation that is committed to social justice and opposed to discriminatory practice.
- 1.2 We recognise that there is widespread discrimination in society against different groups of people. This discrimination can either be direct or indirect but in either form it devalues and excludes individuals or groups who experience it.
- 1.3 We are opposed to all forms of discrimination. We believe that we have a responsibility to take all necessary action to prevent discrimination within our organisation.
- 1.4 We aim to ensure that policies, practices and procedures reflect the best examples in anti-discriminatory practice and that all those with whom we have contact such as employees, potential employees, volunteers, users and others experience genuine equality of opportunity.
- 1.5 We recognise that a written policy will not in itself ensure equality of opportunity. This can only be striven for by a constantly renewed commitment to non-discriminatory practice and regular reviews and monitoring of our policy and its implementation

2. Policy

- 2.1 No person seeking help and support from The Rahab Project will be treated less favourably on grounds of:
 - i) Race, colour, nationality or regional origin.
 - ii) Gender, age or sexual orientation.
 - iii) Religious, philosophical or political beliefs.
 - iv) Physical disability, mental health, learning difficulty, HIV/Aids.
- 2.2 The Rahab Project will seek to recruit employees and volunteers from all sections of the community, providing those individuals are able to own and promote the vision and values of the group as laid down in its ethos and objectives.
- 2.3 Where appropriate The Rahab Project will seek to train and enable employees and volunteers to qualify for promotion within or outside of the organisation.
- 2.4 In entering into partnership with other agencies, The Rahab Project will seek a mutual commitment to equal opportunities.
- 2.5 The Rahab Project will seek to incorporate into its management structures the ideas and feedback from its employees, volunteers, clients and service users.

Equal Opportunities Policy Cont'd

3. Christian aspects

- 3.1 Although we are a Christian based organisation we do not discriminate against groups or projects seeking our help. Our Christian values determine how we treat others: with respect, dignity, love and a non-judgmental attitude. Beyond the Streets are seeking to help men, women and children out of a lifestyle of prostitution.
- 3.2 We have already given help and will continue to give help to teams that are not Christian-based. This help includes sharing resources such as protocols, aims and objectives, advice on getting started, research, questionnaires, etc. We also make our website available to any genuine organisation that is working with people in prostitution.
- 3.3 We welcome any group to The Rahab Project that is willing to adopt our ethos, aims and objectives that promote a non-judgmental approach where everyone is treated with respect, value and dignity regardless of age, sexuality, religious background and culture.

This Equal Opportunities Policy was written in January 2008 by Anita Hawthorne, and modified in August 2009 & again in May 2010 by Lorraine Joslin.