

May 2013

Equal Opportunities Policy
CURE International UK

Summary of our Commitments

CURE International UK (CURE UK) believes that all people should be treated with respect. We value diversity and actively oppose all forms of discrimination.

We develop and promote ways of working that ensure staff, members and service users are not subjected to direct or indirect discrimination. Through doing this we aim to ensure that all of our services are equally accessible to all users. This policy is to be adhered to by staff, members and those whom we work with directly. We are committed to:

1. Complying with this policy and further associated policies that impact upon staff wellbeing.
2. Providing a safe and harmonious working environment in which all persons are treated with respect.
3. Providing equality of opportunity for all persons.
4. Preventing occurrences of unlawful discrimination, harassment, bullying and victimisation.
5. Fulfilling our legal obligations
6. Promoting and allowing unrestricted access to this policy for all.
7. Implementing, maintaining and making people aware of our confidential complaints procedure.
8. Viewing breaches of this policy as misconduct which may be subject to disciplinary proceedings.
9. Reviewing and learning from all failures, to enable better implementation of procedures that prevent re-occurrences.

Challenging Discriminatory Behaviour

We find all discriminatory and prejudiced behaviour unacceptable. We will not tolerate breaches of our Equal Opportunities Policy by staff, management committee members, or service users. If staff members are found to have breached this policy they can be challenged using disciplinary procedures.

Service users are entitled to expect the highest quality of service from our organisation. However, service users do not have the right to select their representative or adviser on the grounds of race, culture, or any other personal attribute that is irrelevant to the ability of that individual to carry out their job.

If a staff member, service user or any other person is dissatisfied with the service they have received, they should make a complaint via our confidential complaints procedure. This can be done in writing to:

Hélène Frost, Executive Director- CURE International UK

**Chairman Prof. Christopher Lavy OBE MD MCh FCS FRCS, Vice - Chairman Marquess of Reading, Dale Brantner,
Dr Verona Beckles BSc MBBS FRCS Tr & Orth, David Hodgson, Alan Bell, Richard Stone**

**CURE International UK is a registered charity in
England and Wales number 1094705**

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