



## Is your organisation an equal opportunities organisation?

If someone asked you that question, you'd almost certainly say yes, and you'd probably be able to produce an equalities policy to prove it. Voluntary, community and social enterprise sector organisations pride themselves on 'reaching the parts other services cannot reach,' and providing services and activities to people who have difficulty accessing them elsewhere.



But does this really mean they are doing their bit for equalities?

What does the law require them to do? Who falls within the scope of equalities legislation? Is it different for volunteers? What responsibilities do charity trustees have when it comes to making sure their organisations are working in a fair and equalities-based way?

If your organisation specialises in offering services to a particular section of the community – for example, women or people from a specific country or ethnic background - what responsibilities do you have to the wider community?

You may know that extra considerations apply to organisations that are delivering a public service. But do you know whether *you* are delivering a public service and what those considerations are?

What does the sector look like in terms of diversity and representation from different groups? Do we need to change the balance at all, and if so, what action can we take?



How do we deal with complaints about equalities issues, and how do we challenge discrimination or inequality when we see it elsewhere?

Macc has run several training sessions recently where people have raised questions about issues like these, and there has been lots of discussion in the sector about the current political environment and the impact this may have on minority groups. In response, we have introduced a new course to look at and discuss some of these topics. You can find further information on our website, at: <http://bit.ly/2kO1xfu> or contact Karen Dyson on 0161 834 9823 or email: [karen@macc.org.uk](mailto:karen@macc.org.uk) with any suggestions or questions.