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## Equality Statements

**Parenting Together focuses on the dignity of parenthood as a universal identity. It aims to unite all primary carers and parents by their noble responsibilities without anyone bearing a stigma or being categorised as needy, disadvantaged, or marginal in any way. We respect parenthood as a single distinction without favour or prejudice towards any other form of social classification. This is not to say that we are blind to cultural identity but that we accept human diversity, recognise individuality, and respect character.**

**Disability has no category within our association. Since everyone has different competences and various abilities; the only impediment is our ability to accommodate fundamental human rights and provide the appropriate facilities that enable all people to conduct themselves routinely in hygienic comfort and with dignity.**

Parenting Together aims to unite every family in our community; therefore, any future recruitment accredits language skills and/or cultural insights and abilities that reflect the various cultures within our community as much as reasonably possible.

Family commitments have equal bearing on fathers and mothers. By affording all such considerations bilaterally and discrediting gendered assumptions it is intended to have fair and equal gender representation in all tasks, responsibilities, and involvement throughout the association.

No one should tolerate any discomfort or disadvantage attributable (at any level) to their sexuality, gender, ability, physical characteristics, age or heritage. This places responsibility for equality among the workforce with the management and our training procedures to provide equality of opportunity according to individual requirements, ambitions and competences.

### Parenting Together:

The diversity of our community raises many compatibility issues that simply cannot be resolved by trying to appease every contingency or permutation of culture, ability, language and heritage. A practical solution (in keeping with our ethos based on co-operative socialism) invites service users to volunteer their own translation or communication skills for relaying messages between others with limited knowledge of the English language or other communication difficulties. Our own web site and email software provide basic translations in many languages but for practical reasons most parents are likely to communicate by phone. It is therefore our policy to arrange a communication strategy at the time of registration to ensure that each new subscriber has some easily accessible and local means of communicating with all other parents. Our database makes provisions for recording language and communication skills that service users are invited to volunteer for this purpose.

Our research requirements include monitoring the involvement and levels of interaction between cultures and abilities. We will thereby revise all procedures based on the experiences of our members to ensure equal and positive engagement throughout our community. Our mandate also obligates us to poll members routinely on important decisions about policy and procedures. This provides regular opportunities for service users to comment on personal experiences anonymously and candidly.

Our co-operative mandate obligates consultations with workers and service users in all major decisions about Parenting Together. Their responses are relevant to future changes and developments in anti-discriminatory practices. Our service users also include schools and other associations concerned with youth and community issues; they all have a much clearer perspective over all the community beyond our user group, which must be credited accordingly towards changes in policy decisions.

### Volunteers:

Gender and racial policies can be diminutive in some contexts; typically, between friends and colleagues where someone regularly conforms to a gender role or accepts distinguishing language within contexts of being helpful or sociable. While some project their ethnicity and/or gender as prime aspects of their identity there are many others who feel that it detracts from their true character and self-image. It is therefore the responsibility of everyone to respond on the behalf of others less assertive and challenge any gendered or racial assumption, language or labelling; regardless of the social context.

Offensive language or behaviour will simply not be tolerated in any situation or level of severity and may result in disciplinary procedures. Every known occurrence will be investigated and recorded with an appropriate response from the management committee.

The **management** have an additional responsibility to monitor the demeanour and learning needs of everyone involved in Parenting Together. Staff supervision is mandatory and must always include questions regarding congeniality within the association and the effectiveness of our policies including equal opportunity and child protection procedures.

Every work shift lasting more than two hours should also conclude with an informal debriefing that must be available openly or privately to everyone.

This statement will be openly displayed and freely available to everyone associated with Parenting Together. It will be reviewed at every stage in the development of Parenting Together, management meeting and following every incident that warranted investigation.