

Muff Community Development Co-Operative Society Ltd.

Equal Opportunities statement and Social Inclusion Programme

Goal Statement

To offer the use of all facilities run by the Co-op to sporting, community and voluntary groups and individuals in Muff and district and the wider community. Facilities will be offered to all such groups and individuals regardless of gender, marital status, family status, age, disability, race, sexual orientation, religious belief or membership of the Traveller community, in accordance with the Equal Status Act 2000.

Objectives

- To promote community involvement and representation on the Co-operative Board and sub-committees of all groups and individuals in Muff and district.
- To reach out to people from Muff and district and beyond to take part in activities and use facilities that may not be available in their own local community.
- To promote a programme of activities that will improve self-confidence and self-esteem and healthier lifestyles for children, youths, adults and families.
- To empower youths and adults in the community through the discipline, teamwork, competition and personal pride of sporting, recreation and community activities.
- To welcome new residents and help them integrate into their new community through sporting, recreation and community activities.

In order to implement the above objectives, Muff Community Development Co-operative Society Ltd. will endeavour to be:

1. INCLUSIVE

- By ensuring that all users of the facilities run by the co-op have input and responsibilities in the management and development of such facilities.
- By developing specific targets of exceptionally disadvantaged groups and communities to offer and facilitate use of facilities.

2. PROACTIVE

- By working with development agencies such as Inishowen Partnership, Action Inishowen and Inishowen Rural Development Ltd., as well as the Donegal County Council to develop a programme of activities targeted at schools, sporting groups and individuals to encourage use of facilities.

Monitoring and Evaluation

- The Co-operative Society has instituted a programme of continuous monitoring and evaluation to ensure satisfaction with the facilities and activities provided.

- The Co-op Management Committee is responsible for this task; it keeps records on the use of facilities, conducts evaluations of specific activities and reports as required to funding and monitoring agencies.
- Any complaints or suggestions about the management, use and development of the facilities run by the Co-op are to be made in the first instance to the convenor of the working groups. The complaint or suggestion will be notified to and dealt with by the Chairperson of the Co-op Management Committee. If warranted, the complaint or suggestion will be discussed at the next monthly meeting of the Co-op Management Committee.
- Any decision or action taken will then be notified to the convenor of the working group. It will be the responsibility of the convenor of the working group to ensure that the decision will be notified to the complainant and any necessary actions are put in place.

Grievance Procedure

- Anyone who feels they have been discriminated against or excluded from activities or from using facilities may have their grievance heard and resolved by the Co-op Management Committee and its working groups, with confidentiality assured.
- Any grievance in respect of discrimination or exclusion is to be made in the first instance to the convenor of the working groups. The grievance will be notified to and dealt with by the Chairperson of the Co-op Management Committee. If warranted, the grievance will be discussed, in closed session, at the next monthly meeting of the Co-op Management Committee.
- Any decision or action taken will then be notified to the convenor of the working group. It will be the responsibility of the convenor of the working group to ensure that the decision will be notified to the complainant and any necessary actions are taken.

Agreed and adopted by Muff Community Development Society Ltd. at a meeting held on 16.1.06.