



## **Equal Opportunities Policy**

### **What do we value?**

- We value people from all backgrounds and believe they have a right to be free from prejudice and discrimination.
- We believe that while people are all different, they have an equal right to benefit from opportunities.
- We recognise that discrimination can be overt or covert – open or hidden.
- We endeavour not to discriminate on the grounds of : ability; age; colour; ethnic or national origin; gender; gender reassignment; intellect; marital status; nationality; race; religion or belief; sexual orientation; social or economic status (this is not an exhaustive list)
- Equality of opportunities is an integral part of what we do, not an after-thought.

### **How will we do this?**

#### ***People (members, staff, volunteers and users)***

- We challenge discriminatory comments, and support colleagues in challenging discriminatory comments.
- We recognise that people on the receiving end of such behaviour may need support.
- We welcome discussion with people with special requirements to identify how their needs might be met.
- We make sure anyone providing information about discrimination is not victimised.

#### ***Resources***

- We ensure that any resources are balanced and reflect the diverse nature of the community.
- We endeavour to ensure that any resources are as accessible as possible to all abilities/cultures/languages of the community.

#### ***Meetings***

- We endeavour to hold these at a time and place suitable to the majority, if not to all.

#### ***Food***

- We respect people's dietary needs, whether these are cultural, medical or moral.

#### ***Employment and volunteering***

- We have a commitment to equal opportunities as part of any job description.
- We advertise as widely as possible, in accordance with needs and resources.
- We focus on ability, not disability.
- We treat all applicants fairly.

- We regularly review our procedures and application forms for staff and volunteers.
- Volunteers are as respected and supported as members of staff.
- We have an induction procedure for staff and volunteers

***Training***

- Staff and volunteers are encouraged to attend training relevant to their work.
- We encourage staff and volunteers to look at their personal/career development.

***Disability Discrimination Act***

- We seek advice on making information and premises accessible under the DDA, where it is feasible to do so.
- We seek advice on recruitment and employment issues as necessary under the DDA.

***Monitoring and Reviewing***

- The make-up of volunteers, staff, users and participants endeavours to be inclusive of the whole community wherever possible.

**This policy was adopted at a meeting held on 5<sup>th</sup> December 2017, Minute Ref: 00685**

**Signed on behalf of Council .....**

**Position .....**