

## **Equal Opportunities Policy**

### **Introduction**

This policy sets out our approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, sexual orientation, and gender reassignment.

### **Principles and Values**

We are fully committed to equality of opportunity for all our members, those who work with us and are audiences. We oppose all forms of unlawful or unfair discrimination on any grounds pertaining to a person's circumstance. Such grounds may include, but are not limited to:

- Age
- Caring responsibilities
- colour
- disability of any type
- ethnic or national origin
- gender
- HIV status
- marital status
- Race, nationality or citizenship
- Refugees status
- Religion
- Sex or sexuality
- Employment status

We will seek to tackle and eliminate unlawful discrimination against any person.

We believe that diversity is a strength, which should be respected and celebrated by all.

Therefore, we

- Will not tolerate discriminatory behaviour such as name calling, stereotyping, insulting remarks, undue pressure on individuals, or inappropriate use of our communication channels. We will not use literature that is biased and/or dependent upon stereotypes, nor will we allow the distribution of discriminatory literature or pamphlets or permit the wearing of offensive symbols.
- Will take immediate and positive action against any discriminatory or prejudicial behaviours or offences whoever may be the perpetrator. Those responsible will be made aware of the establishment's opposition to discrimination and reasons will be given. Sanctions will be applied as judged appropriate according to the circumstances and having in mind a positive outcome.

We understand that Equality involves various things in our practices and provision including:

- Recognising that people are different and that these differences must be equally valued and respected.
- The provision of positive experiences and support to engender respect for equality and diversity and promote positive social attitudes and respect for all.

We will pursue our equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.



The principles of this policy apply to all members of the society and our contractors.

### **Promoting Equality**

The overall objective of this Equality Policy is to provide a framework for the society to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between all our members.

The General Committee is committed to ensuring that no-one receives less favourable treatment on any grounds which cannot be shown to be justified in terms of all protected characteristics identified within the Equality Act (2010) or any other characteristics.

### **Community Cohesion**

The Society is committed to community cohesion, which means:

- promoting understanding and engagement between communities
- encouraging all members to feel part of the wider community
- understanding and responding to the needs and hopes of all our communities
- tackling discrimination
- increasing life opportunities for all
- ensuring learning and exploration of issues of diversity

### **Roles and Responsibilities**

**The General Committee is responsible for:**

- Making sure the society complies with current equality legislation and follows these procedures.
- Making sure the policy is available to all members.
- Promoting equality and avoiding discrimination against anyone.
- Taking appropriate action in cases of harassment and discrimination.

**Members are responsible for:**

- Understanding and respecting the society's aim of promoting equality and tackling discrimination in all that it does.
- Challenging harassment and discrimination.
- Reporting cases or harassment and discrimination to the committee.

### **Monitoring and reviewing the policy**

The general committee monitors equality issues by the inclusion of a regular agenda item at all meetings of the committee.

This Equality Policy will be reviewed from time to time by the general committee to ensure its effectiveness and compliance with appropriate legislation.



**Creation and review**

- Policy created: May 2017. Due for renewal April 2020
- Policy last reviewed:
- Policy last reviewed: