



EQUAL OPPORTUNITIES POLICY

INTRODUCTION

The Blackdown Support Group is dedicated as an organisation to the eradication of discrimination in whatever shape or form it may arise.

COMMITMENT

This is a statement of intent as well as commitment. The Blackdown Support Group intends to operate its equal opportunities policy in a proactive (as distinct from a reactive) manner. In practice this means striving to increase awareness of discrimination in all its forms and working towards its elimination rather than attempting to rectify episodes as they arise. This intention has implications in relation to recruitment of staff and volunteers as well as in service delivery and training.

RESPONSIBILITY

Responsibility for the development and operation of our equal opportunities policy is held primarily by the management committee with delegation to Support Group staff for day to day implementation.

OWNERSHIP OF POLICY

It is vital to stress that the ownership of the policy lies with all those who work for the aims and objectives of the Blackdown Support Group, whether in a voluntary or salaried capacity.

FRAMEWORK

The main framework upon which this equal opportunities policy is based can be identified in a wide range of legal enactments.

Discrimination, relates to a wide range of disadvantaged people, specifically we are committed to:

- Identifying and reaching out to those members of our community who are least able to know about and access our services.

- Refrain from discriminatory attitudes as defined in the Equality Act 2010 on the grounds of .
 - age
 - being or becoming a transsexual person
 - being married or in a civil partnership
 - being pregnant or on maternity leave
 - disability
 - race including colour, nationality, ethnic or national origin
 - religion, belief or lack of religion/belief
 - sex
 - sexual orientation

Carefully monitoring attitudes and procedures with a view to ensuring that our services and procedures are free of discriminatory practices

Review Date: December 2016

Approved by Committee on: 14 February 2017

Signed by Chairman: Sarah Folland

Next Review Date: