



## EQUAL OPPORTUNITIES POLICY

### 1. Purpose and scope

Sedbury Space is committed to ensuring equality of opportunity to all users, staff and volunteers. The aim is to treat everyone with fairness and respect.

### 2. Principles

Sedbury Space recognises the existence of discrimination against people because of particular characteristics or beliefs and is committed to creating an equal opportunity environment.

Staff and volunteers need to be aware and understand the protected characteristics relating to the equality strands specified in the Equality Act 2010 and to challenge all forms of such discrimination, both seen or heard.

These characteristics are:

- age
- disability,
- being or becoming a transsexual person,
- marital or civil partnership status,
- pregnancy and parenthood,
- race (including ethnic or national origin, colour and nationality),
- religion or belief (including lack of belief),
- sex or sexual orientation,

### 3. Implementation

As far as possible, the management committee, staff and volunteers will be representative of the community which they seek to serve.

Staff and volunteers are expected to actively implement this policy by:

- Challenging prejudice and discrimination and recognising how damaging these can be for individuals and the wider community.
- Challenging stereotypes and promoting positive images and role models.
- Discouraging the use of discriminatory language and other unacceptable behaviours.
- Considering the differing physical, mental, cultural and belief-based needs of both staff/volunteers and centre users when they are planning and executing work.

This Policy will be given to all current or new workers/volunteers and can be provided to members of the community on request. All staff and volunteers will receive regular training.

### 4. Approval and Review

This policy has been approved by the Trustees and will be reviewed on a biannual basis. The management committee will monitor the implementation of this Policy making any necessary revisions.

Signed:

Name and position in group: Janice Hamilton, Chair of Trustees

Date of last review: 07.09.2020

Date for Review: September 2022