



Equal Opportunities Policy

PL24 Community Association recognises that everyone has a contribution to make to our society and a right to equal opportunity.

No member, volunteer or organisation/individual to which we provide services will be discriminated against by us on the grounds of: gender (including sex, marriage, gender re-assignment); race (including ethnic origin, colour, nationality and national origin); disability; sexual orientation; religion or belief; age.

We aim to support the promotion of equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination
- All volunteers/members, and beneficiaries will be treated fairly and with respect
- Membership will be open to all
- All volunteers/members will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation
- All volunteers/members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Chairman of the PCA

Our commitment:

- To create an environment in which individual differences and the Contributions of all our volunteers, members and beneficiaries are recognised and valued.
- Every volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Equality is good management practice and makes sound sense.

Breaches of our equality policy will be regarded as misconduct and could lead to membership disqualification.

- This policy is fully supported by the committee.
- The policy will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and commitment of all volunteers/members of the committee Hence, all new volunteers/members committee will be made aware of its existence on joining the association, and reminded they must conform with it on a regular basis.

Chairman's Signature: *Gill Butler*

Adopted on: 08.02.2011

Reviewed: April 2016

Vice Chair: Tony Nethercott