

## Equal Opportunities Policy

### Legal Background

The Equalities Act 2006 was designed to ensure organisations do not discriminate against staff, volunteers and service users whatever their age, race (Race relations Act 1976), gender (Sex discrimination Act 1975), disability (Discrimination Act 1975), religion or sexual orientation.

In order to comply with the law there are two distinct areas that Vision 4 Youth (V4Y) consider when delivering projects. These are:

- Employing staff and volunteers: this means ensuring that everyone has an equal opportunity to be considered for employment, either: as paid staff or a volunteer, and that your selection, training and staff development processes are fair.
- Providing a service: ensuring that all aspects of the services that you are providing are delivered in a non-discriminatory way allowing everyone to have equal access.

### Statement of Equal Opportunity

V4Y is committed to equalities (treating people fairly) and strongly values diversity (people's differences).

V4Y is committed to the elimination of all harassment, discrimination and prejudice experienced by individuals and groups, including (but not exclusively) on the grounds of gender, gender re-assignment, ethnicity, sexual orientation, mental health status, disability, HIV status, marital status, religious belief, nationality, caring responsibilities, criminal convictions, language, class, trade union memberships, beliefs, age and personal circumstances.

V4Y will provide equal opportunities by:

- Recognising and challenging prejudice, discrimination and oppression.
- Promoting positive images and role models.
- Promoting respect for other people, their cultures and religion.
- Effective communication of equal opportunity.
- Support the empowerment of individuals and groups.

V4Y will Show our commitment by:

- Positive public statements and images.
- Clear procedures for dealing with discrimination.
- Inclusion of everyone in the policy.
- Discussion and promotion of equality.
- Making equal opportunities part of V4Ys image in society.
- Enabling young people to achieve a common starting point.

V4Y will ensure our projects have a positive attitude by:

- Recognising issues and addressing them.
- Developing training and discussion.
- Seeking specialist advice where needed.
- Talking to young people, parents and the community.
- Regularly assessing attitudes
- Encouraging socially educative opportunities for all young people.

Equal access means:

- Facilities for all abilities.
- Resources that encourage access with dignity.
- Acceptance of the difficulties of disability.
- Socially educative opportunities are accessible to all young people.