

Equal Opportunities Policy

Statement of Policy

The Sheringham Skate Project is committed to ensuring that all individuals and groups are treated fairly and valued equally. The committee's actions and policies will be governed by this commitment in its dealings with its own committee, with the park users and with visitors and all others with whom it has contact or dealings. The Committee's equality policy and principals will apply to all and the Committee will do its best to provide an example of good practice to the community at large.

The Committee will oppose discrimination against any individual or group specifically on the grounds of race; ethnic or national origin; religion or creed; disability or impairment; gender; sexuality or marital status; employment status; social class; HIV status; age; dependant-care responsibilities or need; or no any other unjustified grounds.

No-one, whether park user, committee member or volunteer, will receive less favourable treatment, or will be disadvantaged by unjustified requirements or conditions. The Committee's aim is to eliminate unfair discrimination. We will achieve this by aiming to;

- Give equal treatment regardless of gender, marital status, age, disability, socio-economic background, health, sexual orientation, and religious or political belief, colour and race, ethnic or national origin in all areas of engagement with Activity Providers.
- Give equal treatment regardless of gender, marital status, age, disability, socio-economic background, health, sexual orientation, and religious or political belief, colour and race, ethnic or national origin when engaging with Young People.
- Promote positive attitudes towards groups and individuals regardless of gender, marital status, age, disability, socio-economic background, health, sexual orientation, religious or political belief, colour and race, ethnic or national origin.

Responsibilities

All staff (paid or unpaid) who represent the views of The Sheringham Skate Project have a responsibility for ensuring the provision of equal opportunities by avoiding unlawful discrimination, victimisation and acts of sexual and racial harassment. Racist and discriminatory acts may result in disciplinary action or dismissal.

All representatives of The Sheringham Skate Project are expected to challenge discrimination and racism demonstrated by colleagues or the organisation towards other colleagues or service users. They are responsible for bringing any suspected acts of discrimination and racism to the attention of the The Sheringham Skate Project Committee (The Committee).