

Equal Opportunities policy

This is the statement of general policy and arrangements for:



Overall and final responsibility for implementation of this policy is that of:

Committee members

Day-to-day responsibility for ensuring this policy is put into practice is delegated to:

Volunteers and committee members

Statement of general policy	Responsibility of	Action / Arrangements
Purpose of the policy	Committee members	To provide equal opportunities to all group members, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. Shotley Open Spaces opposes all forms of unlawful and unfair discrimination.
Promotion of the Policy	Volunteers and committee members	Shotley Open Spaces will actively promote equal opportunities throughout the group which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities. The Committee will seek to ensure that all members comply with these principles.
Prevention of sexual or racial harassment	Volunteers and committee members	Shotley Open Spaces recognises the problems that sexual or racial harassment may cause and is committed to ensure that such unacceptable behaviour does not take place. Sexual harassment includes (but is not limited to) unwanted physical contact, suggestive remarks or behaviour, compromising invitations, demands for sexual favours and similar unwanted behaviour. Racial harassment is similarly unwanted treatment but is concerned with derogatory treatment and language on racial grounds. All forms of harassment are abhorrent and will not be tolerated by the group. Sexual and racial harassment are regarded as unlawful discrimination and additionally may also be subject to criminal proceedings.
Adherence to this Policy	Volunteers and Committee members	All members are expected to comply with the policy and to ensure that such conduct does not occur. Appropriate action including barring from the group for serious offences will be taken against any person who violates this policy.

Signed: Shotley Open Spaces Chairman	Gary Richens	Date:	7 April 2019	
Subject to review, monitoring and revision by: Chairman	Gary Richens	Every:	Twelve	months or sooner if work activity changes