

PLAY MONTGOMERYSHIRE

Registered Charity No 1000016

POLICY – EQUAL OPPORTUNITIES

It is to be recognised that certain individuals are discriminated against, and this policy is to eliminate all forms of discrimination.

- No one is to be discriminated against on the grounds of race, skin colour, culture, nationality, ethnic origin, religion or belief, gender, age, ability, marital status, class, language, sexual or political orientation, social circumstances, or any other issue irrelevant to a situation.
- The management of the organisations reflects its membership and its service users whenever possible. That all members and service users have equal access to the resources and services offered, and that the quality of opportunity is implemented to its fullest extent.
- To organise meetings and services at a time, and at a location that is most accessible to as many people as possible, and to conduct meetings, and provide information, in a way that can include everyone and be understood by all; this includes Welsh translation.
- To use premises and equipment for meetings and services that are equally accessible to everyone and conform to current legislation with regards access
- To provide creche facilities at meetings and training days when:
 - a) one or more members request such a facility
 - b) an appropriately qualified paid worker is available to supervise
 - c) the best interests of the children can be met in respect of the venue, length of meeting and age of the children expecting to attend

In exceptional circumstances Play Montgomeryshire will consider funding individuals to use a registered child minder

- To not use discriminatory or negative language.
- To use play equipment and materials that represents the full diversity of our nation.
- To incorporate equal opportunities at every level in the recruitment and employment of staff, volunteers and service users.
- To offer training on equal opportunities
- To identify and challenge all forms of discriminatory behaviour, attitudes and remarks, at all levels

This Policy is open to upgrading and review at any time, and annually.

Accepted at the meeting dated.....

Signed.....
Chairperson

I have read the above Policy and agree to abide by it.

Signed.....

Date.....