

Wilton RDA Equal Opportunities and Equality Policy.

Objectives.

To ensure that the Pembroke Centre provides activities that are open to anyone who wishes to be involved in whatever capacity and at whatever level and to actively encourage more diverse participation.

Policy Statement

Wilton RDA is fully committed to the principles of equality of opportunity and aims to ensure that no individual receives more or less favourable treatment on the grounds of age, sex, gender, disability, race, parental or marital status, religion or belief, sexual orientation and gender reassignment. This includes all those involved in whatever capacity; participants, volunteers, employees, coaches, consultants, owners and spectators.

In addition Wilton RDA is committed to take action to encourage more diverse participants and volunteers.

Implementation

Wilton RDA will aim to be led by a Board of Trustees that represents a range of different skills and interests and will seek to promote diversity at Board level and throughout the Pembroke Centre.

Wilton RDA will ensure, wherever it is reasonable and within Wilton RDA direct control, that there is open access to all those who wish to participate in activities at the Centre and that they are treated fairly.

Wilton RDA takes measures to ensure that its employment practices are non-discriminatory. No applicant for volunteering or employment will be placed at a disadvantage by requirements or conditions that are not necessary to the performance of the job or that constitute unfair discrimination. Appointments will be made on the basis of an individual's knowledge, skills and experience in line with the competencies required for a specific role.

The effectiveness of this policy will be monitored and evaluated on an ongoing basis.

Responsibilities

The Board of Trustees endorses and is responsible for ensuring that this Equal Opportunities and Equalities Policy is implemented and will deal with any actual or potential breaches.

Everyone at the Centre is responsible for ensuring that the spirit of the policy is adopted throughout the Centre.

Complaints Procedure.

To safeguard individual rights under the Equalities Policy and individual who believes they have suffered inequitable treatment within the scope of the Policy may raise the matter through the existing complaints procedure.

This policy should be read in conjunction with;

The RDA Code of Conduct.

Wilton RDA Volunteering Policy

Wilton RDA Problem Solving and Complaints Procedure.