



Equal Opportunities Statement & Policy

This document sets out the Friend's of Princes Park [FOPP] policy. It is essential that everyone fully understands the principle and operation of the policy and that we all accept responsibility for its overall effectiveness. The policy will be available to all members.

a. Aims of the Policy

This Policy aims to challenge discrimination in all areas of our organisation. We aim to ensure that the organisation reflects and meets the needs of the local community and incorporates equal opportunities into all areas of our work.

FOPP aims to:

- Ensure that the membership reflects the make-up of the local community and that all who wish to work in or volunteer should have an equal chance to do so.
- Establish good links with organisations or groups of people facing discrimination and consider establishing specific projects to promote equality of opportunity.
- Encourage the involvement of all members of the community in its activities and to design, deliver and manage activities so that they are accessible for all members.
- Increase awareness within the organisation of the needs of those who face discrimination and the effects of discrimination in society in general.

b. Statement of Intent

FOPP recognises that certain groups of individuals in society are discriminated against because of their race, colour, ethnic or national origin, gender, physical sensory or mental disability, marital status, whether they are lesbian or gay, age, social class, religious belief, employment status or if they are HIV positive.

Accordingly, FOPP is strongly committed to positive action to remove and / or counter discrimination in all aspects of the organisation's work and in the way the organisation works with other organisations.

c. Methods of Implementation

Equal opportunities will be considered in all aspects of the work of FOPP. This will be reviewed regularly and monitored for effectiveness. Language or behaviour designed to be offensive to any of the groups outlined in the statement is unacceptable and will not be tolerated in the organisation.

FOPP respects the rights, dignity and worth of each individual and will treat everyone equally regardless of age, gender, race, ethnicity, religious belief, sexuality or social / economic status. FOPP is committed to everyone having the right to live in an environment free from threat of intimidation, harassment and abuse.

FOPP will deal with any incidence of discriminatory behaviour seriously

And all organisation members have a responsibility to oppose such behaviour and promote equality of opportunity.

d. Access to Activities

FOPP is committed to ensuring equality of access to all its activities. The executive committee will take action to provide genuine equality of opportunity to counter past discrimination and to monitor the outcome. The executive committee will aim to ensure that no sector of the community shall be denied access on the grounds of age, race, gender, disability, being a lesbian or gay man, marital status, ethnicity or religious belief.

The executive committee will aim to ensure that all its activities are provided in line with this anti discrimination policy. In order to promote equality of access the executive committee will aim to ensure that:

- i. Activities are based on consultation with those who receive the activities and positive steps are taken to include excluded groups in decision making.
- ii. All activities are flexible and responsive to the changing needs in the community.
- iii. Information on activities is widely available and where necessary targeted to ensure maximum awareness of provision.
- iv. Systems are in place to audit and monitor service delivery and consumer satisfaction.

Written ... January 2018
To be reviewed ... January 2023

Adopted by Friends of Princes Park

Name:

Committee Role:

Signature:

Date:



Friends of
Princes Park