

FRIENDS OF HIGH TOWN EQUAL OPPORTUNITIES STATEMENT

Friends of High Town accepts that in society, certain groups of people and individuals suffer discrimination. We are positively committed to opposing discrimination against people on the grounds of race or ethnic origin, nationality, religion or belief, gender or sexual orientation, marital status, class, age or disability.

As a voluntary body, we will endeavour to provide high quality services which meet the needs of the community which we serve. Whenever possible we will try to respond to current and changing needs. This will include seeking the views both of existing and potential members and users on ways of improving the quality and relevance of our services. No individual or group will be treated less favourably because of their race or ethnic origin, nationality, religion or belief, gender or sexual orientation, marital status, class, age or disability. or on any other grounds that are unjustifiable.

We will regularly monitor the effectiveness of this equal opportunities policy and the results will be available to all users, volunteers and members.

The organisation will challenge discriminatory actions and language.

Implementation of our policy

Friends of High Town shall promote equality of access to its services by the following means:

- Ensuring that publicity and information material (e.g. leaflets, posters, newsletters, reports) reflect that High Town is a multi-racial community by providing information and publicity in appropriate languages and styles, as resources permit and needs require.
- Liaising closely with organisations working with ethnic minority groups and people with disabilities, to bring about a greater understanding of issues and sharing of resources.
- Designing its services so that people from the High Town area can benefit from them and positively encouraging them to do so.
- Provide training for all who provide services within Friends of High Town in equal opportunities (including members, volunteers and the Management Committee) and using established procedures to deal with any offensive behaviour.
- Holding meetings and providing services in places that are accessible to people with disabilities.

Responsibility for implementation

The officers and Management Committee are responsible for implementing and monitoring the effectiveness of this policy, which shall be reviewed every two years or at the Chair's discretion.

Friends of High Town acknowledges that we have a duty, both legal and moral, to ensure that we are not unfairly discriminatory in employment, management or in the services we provide.

This policy is binding on all officers, Management Committee members and volunteers.

AGREED 13 November 2012