



Equal Opportunities Policy

Policy No: 006 Type: Operational Version No: 1.2

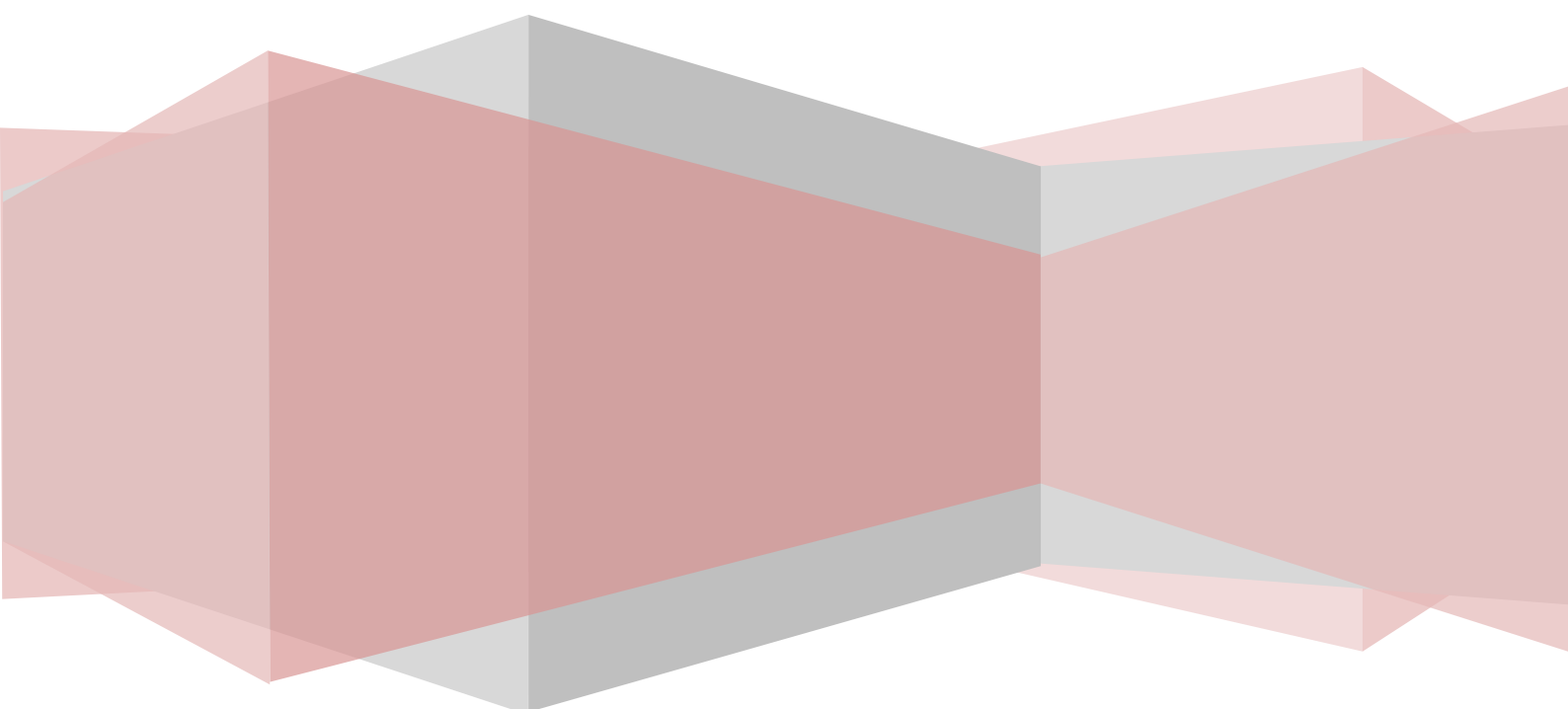
Author: Alan Webb Date: Jul 2010

Approved by Trustee: Date:
(P.A. Manser)

Recorded by Office: Date:
(A.D. Webb)

Issue Date: Apr 08

Reviewer: Date:



Review Record

Reviewer	Trustee Approved	Changes Made	Version No.	Date
Alan Webb		Cover pages added	1.1	Apr 08
Alan Webb		Review, numbering added	1.2	Jul 10

1.0 Terminology and Cross Reference

- 1.1 The term “staff” refers to employees, volunteers and trustees.
- 1.2 The term “senior staff” refers to the full-time employees.
- 1.3 The term “workers” refers to those employed as youth workers.
- 1.4 The term “volunteers” refers to those that are formally contracted to assist youth workers.
- 1.5 This document should be read in conjunction with the charity’s:
 - Staffing Policy (016)
 - Disciplinary Procedures (008)
 - Anti-Bullying Policy (004)
 - Strategy for Dealing with Difficult Behaviours (012)

2.0 Policy

The Connections Bus Project:

- is committed to providing equality of opportunity to all who work or volunteer in it, or use its facilities.
- believes that no person, child, individual or family should be excluded from the charity’s activities on the grounds of:
 - race, ethnic, national or regional origin, gender, sexuality, class, marital status, physical disabilities, learning difficulties, mental illness, living with H.I.V/A.I.D.S, caring responsibilities, religion, philosophical or political beliefs. *(these are referred to in the rest of this document as “Section A”)*
- will encourage staff to be positive role models for the users of the charity’s facilities, promote equal opportunities, and challenge instances of prejudice.

3.0 Procedure

3.1 Admissions & Access

3.1.1 No young person will be discriminated against by restricting membership or access to the charity’s facilities on grounds listed in Section A

3.1.2 The charity is aware of the difficulties of using a bus for a wheel chair user but has ensured that access is available to them on the lower deck and its facilities.

3.2 Dealing with instances of prejudice

3.2.1 by staff – refer to Disciplinary Procedures (008)

3.2.2 by young people – refer to Strategy for Dealing with Difficult Behaviours (012)