

FRIENDS OF PARC CEFN ONN



Equal Opportunities Policy

1. Statement of Intent

Friends of Parc Cefn Onn aims to ensure there is no direct or indirect discrimination, to enable participation, diversity and wide access to activities and to make sure that everyone has an equal opportunity to become involved as a committee member and as a participant in activities regardless of the following issues:

- *Age
- *Colour
- *Domestic Care Responsibilities
- *Ethnic Origin
- *Gender
- *HIV or AIDS
- *Language
- *Marital Status
- *Nationality
- *Physical or Mental Disabilities
- *Religious or Political Belief
- *Sensory Impairment
- *Sexual Orientation
- *Social or Economic Background

2. Objectives

Friends of Parc Cefn Onn will ensure that meetings, events, and opportunities are available to all sections of the community and seek to respond to particular needs of any individuals or groups who would otherwise be excluded.

3. Implementation

Friends of Parc Cefn Onn will endeavour to:

- ◆ make the park accessible to those with disabilities;
- ◆ make sure the committee runs in a way that includes everyone;
- ◆ provide publicity for events in a format accessible to all (publicity and programmes in large print for the visually impaired).

4. Monitoring and Reviewing

The Executive Committee shall review the effectiveness of the policy on an annual basis and overall content at least every 3 years.

5. Complaint procedure

The first line of complaint will normally be an informal chat with the Secretary. If necessary, unresolved concerns can be directed to any Executive Committee member, either verbally or in writing. The Committee shall consider such concerns, and resolutions shall be communicated back to the claimant in writing and other appropriate format.

Approved by Executive Committee: December 2010

Next review date: December 2013