

Wootton and Dry Sandford Community Centre Ltd

Charity No. 1121899

Company No. 6441376

Equal Opportunities Policy Statement

The W&DSCC Board believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location in accordance with the Equality Act 2010.

W&DSCC Board is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. Specifically:

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| Disabled | The Board will make all reasonable endeavours to provide for the needs of disabled people in accordance with the Equalities Act 2010. |
| Age | The W&DSCC Board believes that people of all ages have skills experiences and ideas, which are equally valid, and have valid needs, expectations and aspirations. |
| Ethnic Minorities | The Board will be alert to any implications of its services and actions for potential unlawful discrimination. The Board will challenge racism in any form and will encourage its users to do the same. |
| Gender | Sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) will be challenged, and users will be encouraged to do the same. |
| Religion | The Board endorses the right of each individual to his or her own religious beliefs or the absence of a belief. |

The Code of Conduct

1. People will be treated with dignity and respect regardless of the group to which they belong.
2. People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
3. No one will be harassed abused or intimidated on the ground that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and the W&DSCC Board will undertake investigations of any complaints quickly, impartially and thoroughly.

Signature:

Date.....

Position: **Company Secretary**

Date to be reviewed: July 2013