



EQUAL OPPORTUNITIES & ANTI DISCRIMINATION POLICY

This policy demonstrates our commitment to equal opportunities in all that the Station does and the approach we take to tackle discrimination of any type within our organisation and our activities. Please familiarise yourself with the policy and if you feel there are ways in which we can further improve, please let us know.

INTRODUCTION:

The Station is committed to equal opportunities for everyone involved in the organisation regardless of whether they are directors, staff or volunteers

The Station is opposed to discrimination on any grounds, including age, appearance, caring responsibilities, caste, class, educational background or current educational status, gender, state of health, marital or family status, nationality, linguistic preference, culture, political beliefs, religion, immigration status, race/ethnicity, sexuality, spent criminal convictions, physical or mental ability, or membership of any organisation not prohibited by law.

The Station works to ensure an environment which affords equal opportunities to all.

Our policy is to ensure that:

- All activities and procedures embrace equality of opportunity;
- Staff, directors and volunteers make a positive contribution to combating discrimination and disadvantage;
- All activities are reviewed to ensure that this policy applies and is implemented in all respects.
- All Staff, directors and volunteers are fully equipped to implement this policy;
- All our activities and initiatives advocate good practice in equal opportunities
- All recruitment and employment practices are such to reflect the very highest standards in Equal Opportunities policy.
- All volunteering opportunities are such as to reflect the very highest standards in Equal Opportunities policy.
- Merit is the basis for selection in all our activities.

All Directors, Staff and Volunteers shall be made aware of this Policy by providing access through any means appropriate.

Any person who feels uncomfortable or discriminated against should report this at the earliest possible opportunity, in writing, to a member of the Board of Directors and their complaint will be investigated at the earliest possible opportunity.

If the complaint is upheld, disciplinary procedures may be applied in accordance with the organisation's policies.

This policy will be subject to ongoing review both in respect of legislative changes and changes in best practice.

