



LitterfreeSB - Equal Opportunities Policy – September 2021

LitterfreeSB is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

The group's equal opportunities procedures aim to help everyone involved in the centre to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

The group aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The group will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

The group recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of all members. As such, LitterfreeSB will both welcome and encourage members to get involved and to comment on the effectiveness of its policies and procedures.

Equal Opportunities Procedures

To realise LitterfreeSB's objective of creating an environment free from discrimination and welcoming to all, the group will:

- Ensure that all children, including those with learning difficulties and disabilities, will be included and supported – with reasonable adjustments made for them
- Ensure that its services are open and available to all members and accompanied children in the local community.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit any person from accessing the group's services.
- Treat all members and accompanied children with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the group's programme of activities.
- Ensure that the centre's recruitment policies and procedures are open, fair and non-discriminatory.
- Endeavour to recruit a membership that reflects the make-up of the group local community.
- Encourage and support members to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident.
- Treat seriously any member found to be acting, or have been acting, in a discriminatory way.
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000.

The committee will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored.

Reviewed September 2021 by JBR