

Lower Penarth Community Association

EQUAL OPPORTUNITIES POLICY

1. Statement of Intent

The Lower Penarth Community Association (LPCA) is committed to taking positive steps to promote and sustain equal opportunities in all areas of its work.

Equal opportunities will underpin every aspect of all its operations and no-one will be treated less favourably on any of the following grounds: race; colour; nationality; ethnic origin; impairment; political or religious beliefs; gender; marital status; sexual orientation; language; physical or mental health status; age or any other conditions or requirements where different treatment cannot be shown to be justified.

2. Responsibility of Individual Lower Penarth Community Centre Users

The LPCA expects that all users will be aware of their behaviour towards others. Everyone should be treated equally, appropriately and with dignity and respect. At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used e.g. sexist, racist or homophobic jokes and language, or using derogatory terms about physical and mental conditions and impairments. No-one's behaviour should be able to be viewed as harassment or discriminatory or offensive.

3. Management Committee Responsibility

The Management Committee has a responsibility to promote and sustain equality of opportunity by:

- Ensuring all users are made aware of this policy and that direct or indirect discrimination or harassment is unacceptable
- Ensuring that no-one is discriminated against or suffers harassment, either directly or indirectly, and that everyone knows about and understands the mechanism for reporting any such incidents, and that said mechanism is easily accessible to all
- Monitoring all reports of discrimination and harassment and taking prompt action to stop such behaviours as and when they become known
- Challenging unacceptable behaviours when they are witnessed
- Establishing and maintaining an environment free from harassment

Charity Commission Registration Number 1074675

Lower Penarth Community Hall,
Brockhill Way, Penarth CF64 5QD

4. Implementation

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This policy will be implemented and monitored accordingly and the Management committee and users will be made aware of the availability of Equal Opportunities training within the voluntary sector.

5. Definitions

Direct discrimination: an obvious and easily identifiable form of discrimination where an individual is treated differently and less favourably than others

Indirect discrimination: where an unnecessary condition or requirement is imposed which, although applied to everybody, may be very difficult for some people to meet.

Harassment: unwanted or abusive or insulting behaviour towards individuals or groups which causes people to feel threatened, humiliated or harassed.

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