



MEDINA MARINERS ASSOCIATION

EQUAL OPPORTUNITIES POLICY & PROCEDURES

The Charity (MEDINA MARINERS ASSOCIATION)

ACCEPTS that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

WELCOMES the statutory requirements laid down in the Equalities Act 2010 and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its charitable activities.

RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

IS COMMITTED to taking positive steps to ensure that:

- ✓ All people are treated with dignity and respect, valuing the diversity of all
- ✓ Equality of opportunity and diversity is promoted
- ✓ Services are accessible, appropriate and delivered fairly to all
- ✓ The mix of its trustees and volunteers reflects, as far as possible, the broad mix of the population of its local community
- ✓ Traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of services provided

POLICY

This policy applies to all trustees, volunteers, committee members, users and the general public.

Commitment

Equality and diversity are central to the work of Medina Mariners Association (MMA). The charity will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful it is essential that everyone is committed to and involved in its delivery. It is Medina Mariners Association's goal to work towards a just society free from

discrimination, harassment and prejudice. The charity aims to embed this in all its policies, procedures, day to day practices and external relationships.

Aims

The Medina Mariners Association aims to

- ✓ Provide services that are accessible according to need
- ✓ Promote equality of opportunity and diversity in Trusteeship and volunteering
- ✓ Create effective partnerships with all parts of the community

Objectives

The MMA's objective is to realise its standards by

- ✓ Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups
- ✓ Working together with the community to provide accessible and relevant service provision that responds to service users' needs
- ✓ Ensuring trustees and volunteers are representative of the community served and its policies are fair and robust
- ✓ Responding to volunteers needs and encouraging their development to increase their contribution to effective service delivery
- ✓ Recognising and valuing the differences and individual contribution that all people make to the Medina Mariners Association
- ✓ Challenging discrimination
- ✓ Providing fair resource allocation
- ✓ Being accountable

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all trustees or volunteers in the charity or using the services and sets out the way they can expect to be treated in turn by the charity. The overall responsibility for ensuring adherence to and implementation of this policy lies with the trustees and management committee.

Method of Implementation

The MMA intends to implement this policy by:

- ✓ Ensuring that trustees, volunteers and users are made aware, understand, agree with, and are willing to implement this policy. All trustees and volunteers will be given a copy of this policy as part of their induction
- ✓ Activity encouraging trustees and volunteers to participate in anti-discriminatory training, and making time and resources available for such training
- ✓ Monitoring the services, publicity and events provided by the MMA, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative

Making a referral

A person may feel that they have experienced discrimination, harassment or victimisation because of the way they have been treated. This may be due to a protected characteristic that they have, or perceived to have, or more. A person may also experience discrimination indirectly through processes, procedures, rules and environmental barriers, preventing them from getting involved in sport and recreational activity.

If you feel you have experienced or witnessed discrimination, harassment or victimisation, you can report it directly to the safeguarding@medinamariners.org.

Monitoring and Reviewing

The MMA has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The trustees will review the policy annually.