

EQUAL OPPORTUNITIES POLICY

Aims

Path Hill Outdoors is fundamentally opposed to all types of discrimination and seeks to ensure that discrimination does not take place against individuals or groups on the grounds of their:

- Gender
- Age
- Social and economic class
- Employment status
- HIV status
- Disability
- Political belief
- Religion
- Race, colour, nationality or national origin
- Marital or parental status
- Sexual orientation
- Unrelated criminal conviction
- Position as a carer
- Status as a refugee/asylum seeker.

Path Hill Outdoors' commitment to oppose discrimination and promote equality of access to services places an obligation on all paid staff and volunteers. Users of Path Hill Outdoors' services are expected to respect the values contained in this statement.

Action

A. Wherever possible, efforts will be made to identify and remove unnecessary/unjustifiable barriers and provide appropriate facilities and conditions of service to meet the special needs of disadvantaged and/or underrepresented groups. This will apply to paid staff, volunteers and service users.

B. Path Hill Outdoors will engage paid staff and volunteers following equal opportunities principles and all applicants will be given a copy of the Equal Opportunities Policy. Staff will be made aware that differences of culture and life-style in both user and staff groups are to be valued and enhanced not just accepted and tolerated.



Equality of Employment

Decisions to employ staff and volunteers at Path Hill Outdoors will be based purely on ability to undertake the task/role. Path Hill Outdoors will take reasonable steps to accommodate the needs of staff and volunteers so they can carry out their work.

Preventing Harassment and Code of Conduct

Staff and volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to their immediate supervisor. Any person found to be discriminating will face disciplinary proceedings in accordance with the Disciplinary and Grievance procedure.

Path Hill Outdoors will ensure that staff, volunteers and service users are treated in a polite and courteous manner and will expect paid staff and volunteers to behave in the same way.

Responsibility for Implementation

The Directors of Path Hill Outdoors, having formally adopted the equal opportunities policy, accept responsibility for monitoring the overall effectiveness of the policy.

Original: July 2011

Reviewed: July 2017