

Rhyl Youth Action Group

Equal Opportunities Policy

1. Aims of Policy

The policy aims to challenge discrimination in all areas of our organisation. We aim to ensure that Rhyl Youth Action Group and all our projects reflect and meet the needs of the local community and incorporate equal opportunities into all areas of our work.

2. We aim:

To ensure that the decision making processes of Rhyl Youth Action Group reflects the make up of the local community.

To establish good links with organisations or groups which reflect the cross section of the community.

To ensure within our power that premises are accessible for all members of the community.

To increase awareness within Rhyl Youth Action Group and our projects of the needs of those who face discrimination and the effects of discrimination in society in general.

To pay attention to equal opportunities; in all areas of our services and work.

3. Statement of Intent

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin, gender, physical, sensory or mental disability, marital status, age, social class, religious belief, sexual orientation, employment and status.

Accordingly, we are strongly committed to positive action to remove/counter discrimination in all aspects of our work - in our practice as employers, in the way we work with other organisations, and in all our work with our peers.

4. Implementation

Equal opportunities will be considered in all aspects of the work of Rhyl Youth Action Group.

This will be reviewed regularly and monitored for effectiveness. Language or behaviour designed to be offensive to any of the groups outlined in our statement is unacceptable and will not be tolerated in any aspect of our work.

Where contracts, job descriptions or codes of conduct are published these should explicitly state that discriminatory language or behaviour is not acceptable.

The membership of the organisation will be reviewed regularly to identify which communities are under represented. We will also review the image and work of the organisation regularly.

We aim to ensure that Rhyl Youth Action Group is accessible to all members of the Community equally. To achieve this end we will when appropriate consider holding open days to promote our work, producing specialist information for certain groups, translating written material to other languages and consulting groups on how to make Rhyl Youth Action Group more relevant to those facing disadvantage.

We aim to ensure that the premises are physically accessible to all members of the community. We will obtain specialists advice to make the building accessible to those with disabilities and wherever possible and viable to undertake conversion work as appropriate.

5. Training

Training and development opportunities will be given equally to any employee/volunteer within the same grade or level of responsibility and every employee/volunteer has the opportunity to discuss career development and training with the coordinator, youth worker and/or the Management Committee.

Training delivery - every attempt is made to ensure learning materials, where possible, portray positive images of people while also reinforcing antidiscriminatory language and images of all individuals and groups.

Equal opportunities will be considered in all activities and resources. It is crucial that all volunteers are able to participate and enjoy the activities without discrimination. Rhyl Youth Action Group has an important role to play in promoting voluntary work without discriminatory practice in voluntary work practice. All activities will strive to promote non-stereotypical traditions, values and environments.

6. Decision Making Processes

We aim to reflect the make up of the community in the decision making processes of Rhyl Youth Action Group and will actively encourage members of groups suffering discrimination to be involved in the decision making processes.

Rhyl Youth Action Group will actively encourage members of groups from all sectors of the community to offer themselves for election to join the committee and/or other decision making or advisory sub committees.

If the management committee or decision making processes should be found to be unrepresentative Rhyl Youth Action Group may consider co-options or reserved places for those who can make a special contribution. This will be fully discussed by all management committee members.

Consideration will be taken when arranging any meeting to ensure that it is as accessible as possible.

Equal opportunities training needs for management will be reviewed and arranged as appropriate.

7. Employment Policy

Equal opportunities are vital in staff recruitment. It is essential that all posts are advertised openly within the area of benefit and that agreed selection procedures will be drawn up.

8. Monitoring, review and responsibility

The management committee will be responsible for implementing the equal opportunities policy. This may be delegated to a sub group. The co-ordinator will report to the group or committee. Any complaint or grievance should be made to the co-ordinator who will refer the matter to the chair of the organisation.

Equal opportunities strategies need to be regularly reviewed and monitored. All aspects of the policy should be monitored as an ongoing practice – this should be built into all procedures - for example as part of the recruitment process, publication process and activity programmes of projects. An annual major review will be carried out by the management committee.