



## **EQUAL OPPORTUNITIES POLICY**

DISH is committed to equal opportunities policy and practice and will ensure that all volunteers and patrons are treated equally.

In implementing this policy DISH will take account of all relevant legislation including:

- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Race Relations (Amendment) Act 2000
- Civil Partnership Act 2004
- Disability Discrimination Act 2005
- Equality Act 2006

DISH's equal opportunities policy will be implemented across all aspects of the organisation's work including:

- the appointment of members to its committee
- the appointment of organisers
- the appointment of volunteers
- all dealings with the public

### **COMMITTEE & COMMITTEE RESPONSIBILITIES**

DISH will aim to ensure that the Committee is representative of the community which it serves.

The Committee will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed.

The members of the Committee will aim to undertake equal opportunities training.

### **VOLUNTEERS**

DISH will ensure that no volunteer receives less favourable treatment than another.

Volunteers working with DISH will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate.

DISH will also ensure that the changing and developing needs of volunteers are recognised and appropriate adjustments made to working conditions and / or training provided.



## **EQUAL OPPORTUNITIES POLICY**

DISH operates a complaints procedure which all volunteers will be appraised of. Behaviour or actions against the spirit and /or letter of the equal opportunity laws, on which this policy is based, will be considered serious matters.

### **PATRONS**

DISH aims to make its service accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent potential patrons from having equal access to DISH activities. This will include:

Ensuring that activities take place in venues and premises which are accessible to disabled people

Providing facilities and information for disabled people to enable them to participate fully in activities.

Encouraging and enabling people from under-represented groups to attend and participate.

Adopted April 2023

Reviewed October 2024