



## **Equal Opportunities Policy**

PMACTIVE staff and volunteers are strongly committed to providing equality of treatment, equality of access and equality of opportunity. PMACTIVE has a commitment to providing accessible services. PMACTIVE actively opposes prejudice and discrimination against its staff, volunteers, service users and visitors.

This policy covers the following protected characteristics:

- Age
- Appearance
- Physical Ability
- HIV status
- Political Beliefs
- Race/ ethnicity
- Unrelated criminal convictions
- Appearance
- Class
- Marital status
- Religion
- Sexual Orientation
- Caste

PMACTIVE aims to give all young people the same opportunities to fulfil their potential. All young people and adults within the PMACTIVE community have a right to be treated within respect.

### **POLICY IMPLEMENTATION**

The management of PMACTIVE have the responsibility to ensure that all activities comply with the legislation and this policy. The management will ensure all staff and volunteers are made aware of the policy and training is given to all staff. Breaches of policy will be dealt with the same way that breaches of other PMACTIVE policies are dealt with, as determined by the management of PMACTIVE.

Where discrimination has been identified, this should be reported to the PMAActive management and where the appropriate action will be taken. A written incident report will be completed, and these reports will be monitored for repeated behaviours.

Parents of the abuser and victim of discrimination in our PMAActive community will be informed of the incident and the outcomes. Repeated offending behaviour by one of members may result in them being unable to access our services.

## **DEFINITIONS**

**Direct discrimination** occurs when a person who is of or is affected by one or more of the protected characteristics is treated less favourably than others in similar circumstances.

**Indirect discrimination** occurs where an employee, service or enforced structure applies a requirement or condition which disadvantages someone who identifies as having one or more of the protected characteristics.

**Equal Rights** is the achievement and respect of equal rights for all.

**Equal access** to service, volunteering or job opportunities by having policies and practices which take account of diverse needs.

**Positive Action** is action which targets underrepresented groups within our service users, workforce or volunteers.

## **LEGISLATION**

This policy has been made to meet the criteria of relevant legislation. Relevant legislation at time of policy created;

- The Employment Equality (Age Relations 2006)
- The Employment Equality (religion and Belief Regulations 2003)
- The Sex Discrimination Act 1975 (Amended 1999)
- The Race Relations Act 1976 (Amended 2000)
- The Disability Discrimination Act 1995
- The Human Rights Act 1998
- The Employment Equality (Sexual Orientation Regulations 2003)