

## **EQUAL OPPORTUNITIES POLICY**

APCMH seeks to be an Equal Opportunities Organisation. All employees, volunteers and members of APCMH are entitled to be treated with equal dignity and respect regardless of social class, gender, race, ethnicity, disability, religion, sexual orientation or age.

APCMH will work within all anti-discriminatory legislation.

APCMH will review its procedures regularly to monitor access of all groups to both its services and volunteering opportunities and employment.

APCMH acknowledges the effects of classism, sexism, ageism, heterosexism and stereotypical assumptions relating to varied abilities in limiting the choices of individuals. The organisation will always challenge these attitudes.

APCMH will be aware of institutionalised inequalities and will seek to review and if necessary, change its organisational procedures to challenge these effects.

These will include procedures for recruiting and retaining volunteers such as the location and content of advertisements for volunteering opportunities, the style, content and location of interviews, person specifications and reference procedures. All the above will be examined to establish any possibility of bias and seek to remove it.

The Equal Opportunities Policy is seen as an integral part of the volunteering policy and of the Health & Safety policy, both of which seek to create a safe, nurturing environment for all people where all can achieve their potential.

There will be redress for breaches of this policy through the organisations Disciplinary and Grievance procedures. It is underpinned by the relevant anti-discriminatory legislation.

It will be the responsibility of the Project Co-ordinator to carry out monitoring activities under this policy and to report the results and actions related to the policy to the Trustees. The Trustees will review the operation of the policy annually and it will be reported in the Annual Report.