

**NORTH WALES SHEEP DOG SOCIETY**

**EQUAL OPPORTUNITIES POLICY** (Jan. 2020)

**Introduction**

North Wales Sheep Dog Society (‘The Society’) accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

The Society therefore welcomes the statutory requirements laid down in the:

* Equal Pay Act 1970
* Rehabilitation of Offenders Act 1974;
* Sex Discrimination Act 1975
* Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000
* NHS Community Care Act 1990
* Disability Discrimination Act 1995
* Asylum & Immigration Act 1996
* Human Rights Act Nov 1998
* Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003

The Society recognises that it has moral and social responsibilities that go beyond the provisions of the above mentioned Acts and Regulations and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

The Society is therefore committed to taking positive steps to ensure that:

* all people are treated with dignity and respect, valuing the diversity of all
* equality of opportunity and diversity is promoted
* services are accessible, appropriate and delivered fairly to all
* the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community
* traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided

**Policy**

This policy applies to all Trustees, staff, volunteers, members and people using the Society’s services.

**Commitment**

Equality and diversity are central to the work of the Society.

* The Society will treat all people with dignity and respect, valuing the diversity of all.
* It will promote equality of opportunity and diversity.
* It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.
* It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.  The Society’s goal is to work towards a just society free from discrimination, harassment and prejudice.  The Society aims to embed this in all its policies, procedures, day to day practices and external relationships.

**Objectives**

The Society aims to realise its standards by:

* Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded
* Working together with the community to provide accessible and relevant service provision that responds to service users’ needs
* Ensuring Trustees, staff and volunteers are representative of the community served
* Recognising and valuing the differences and individual contribution that all people make to the Society
* Challenging discrimination
* Being accountable

**Responsibility for Implementation**

This policy covers the behaviour of all members and people using the Society’s services and sets out the way they can expect to be treated in turn by the Society.

Overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees.

The Society intends to implement this policy by:

* Monitoring the services, publicity and events provided by the Society, to ensure that they are accessible to all sections of the population and do not discriminate
* Taking active steps to ensure that participation is representative.
* Effective record keeping and monitoring
* Acting on information gathered in order to measure effectiveness and to plan progress.

**Change record**

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| **Date of change / Trustees approval** | **Changes / Comments** |
|  | To be reviewed January 2023 |
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