



# **GATESIDE AND DISTRICT COMMUNITY ASSOCIATION**

**REGISTERED CHARITY: SC038682**

## **EQUAL OPPORTUNITIES POLICY**

### **INTRODUCTION**

The Association is committed both to the avoidance of unlawful discrimination and to the positive promotion of dignity, equality and diversity. The Association will aim for fair and equal opportunity in all areas of employment and service provision and take positive steps to eliminate unfair discrimination

### **POLICY STATEMENT**

No employee or member of the Association, user of the Memorial Hall or participant in any event organised by the Association shall experience more or less favourable treatment on the grounds of ability, gender, sexual orientation, marital status, family responsibility, age, race, ethnic origin, nationality, trade union membership or activity, political or religious beliefs

### **IMPLEMENTATION OF POLICY**

- Communication: all members will be provided with the policy
- The policy will be made available to all user groups of Gateside Memorial Hall
- The Association Chair has overall responsibility for ensuring the consistent application of the policy
- All members are responsible, within limits of the Constitution, for ensuring that the policy is adhered to
- All members must ensure that their conduct is in accordance with the policy. Failure to comply with this may mean that membership is revoked
- Any member or participant who feels that the Association is failing in its responsibilities in respect to Equal Opportunities will be encouraged to contact the Chair or, in the event of this proving unsatisfactory, the relevant officer within Fife Council. Formal complaints should be in writing
- Existing policies and procedures will be reviewed and new policies developed to support implementation of the Equal Opportunities Policy
- The implications of the Equal Opportunities Policy will be addressed through appropriate training and development activities

### **ACTION PLANNING, MONITORING AND REVIEW**

The Implementation of the Policy will be monitored and reviewed regularly to determine and improve its effectiveness in developing an environment where equal opportunities are promoted by all members.

**LAST REVIEW DATE: 7TH MARCH 2023**

**NEXT REVIEW DATE: MARCH 2024**

