



Horizons Children's Sailing Charity

Equal Opportunities Policy

1) Aims of this Equal Opportunities Policy

This policy aims to challenge discrimination within all areas of the Project's work. Within the constitutional requirements of Horizons, we aim to ensure that the Project reflects and meets the needs of all sectors of the local community and will aim to incorporate equal opportunities into all areas of our work.

We aim to: -

- a) Ensure that the premises are accessible for all members of the community.
- b) Consider equal opportunities in all areas of our services and work.

2) The Statement of Intent

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic origin, gender, physical, sensory or mental disability, marital status, age, social class, religious belief, sexual orientation and HIV status. We are strongly committed to positive action to abolish discrimination in all aspects of our work, whether in our practice as employers, in the way we work with 'outside' organisations and in our work with Project clients and users.

3) Implementation and Service Delivery

- a) Equal Opportunities will be considered in all aspects of the service which the Project will provide. The Trustees will regularly review this.
- b) Any language or behaviour offensive to any groups mentioned previously is unacceptable and will not be tolerated in any of the Project's activities.
- c) We will regularly review the image of the Project and will ensure that the Project is accessible to all wherever appropriate.
- d) We aim to ensure that our premises are accessible to all members of the community and, wherever possible, will endeavour to ensure safe and easy access to wheelchair users.
- e) Any publicity of the Project will state our commitment to equal opportunities and will promote positive images of those groups in society that suffer discrimination.
- f) Equal opportunities will be considered in all activities and resources. All resources, equipment and activities will strive to promote non-stereotypical traditions, values and environments. Positive values of differing cultural identities will be promoted via anti-racist activities and resources and positive anti-sexist and anti-discriminatory values will be integral within all activities.

4) Horizons (Plymouth) Trustees

We aim to reflect the make up of the community in the decision making process of the Project, and will actively encourage members of the groups suffering discrimination to join the decision making process. It will be a condition of joining any committee within the Horizons Project that members follow and practice the principles of equal opportunities.

5) Monitoring and Review

The Horizons Trustees will be responsible for implementing the Equal Opportunities Policy. Any complaint or grievance should be made to the Project Manager who will refer the matter to the committee. Equal Opportunities need to be regularly reviewed and monitored. All aspects of this policy should be monitored as an ongoing process, and this should be built into all procedures; e.g. as part of the recruitment, publicity and admissions processes, and within the programme of activities.