



EQUAL OPPORTUNITIES POLICY

1. Statement of Intent

Friends of Cardiff Reservoirs (the “Society”) aims to ensure there is no direct or indirect discrimination, to enable participation, diversity and wide access to activities and to make sure that everyone has an equal opportunity to become involved as a committee member and as a participant in activities regardless of the following issues:

- | | |
|---------------------------------|----------------------------------|
| *Age | *Marital Status |
| *Colour | *Nationality |
| *Domestic Care Responsibilities | *Physical or Mental Disabilities |
| *Ethnic Origin | *Religious or Political Belief |
| *Gender | *Sensory Impairment |
| *HIV or AIDS | *Sexual Orientation |
| *Language | *Social or Economic Background |

2. Objectives

The Society will endeavour to ensure that meetings, events and opportunities are available to all sections of the community and will seek to respond to particular needs of any individuals or groups who would otherwise be excluded.

3. Implementation

The Society will endeavour to:

- ◆ make representations aimed at ensuring that the site is accessible to those with disabilities;
- ◆ run the committee in an inclusive way;
- ◆ provide information and publicity for events in accessible formats.

4. Monitoring and Reviewing

The Executive Committee shall review the effectiveness of the policy on an annual basis and overall content at least every 3 years.

5. Complaint procedure

The first line of complaint will normally be an informal chat with the Secretary. If necessary, unresolved concerns can be directed to any Executive Committee member, either verbally or in writing. The Executive Committee shall consider such concerns, and resolutions shall be communicated back to the claimant in writing and other appropriate format.

Approved by Executive Committee: April 2022

Reviewed: November 2023
Next review: Nov 2024