

BLUE AND GOLD SUPPORTER'S TRUST EQUAL OPPORTUNITIES POLICY

The Trust is committed to taking positive and pro-active steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

The Trust's Equal Opportunities procedures aim to help everyone involved with The Trust to counteract and eliminate both direct and indirect discrimination in decision making and service provision and to ensure that our services and activities strive to achieve equality for all.

The Trust aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The Trust will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, sexual orientation, or disability.

The Trust recognises that achieving the objectives of our Equal Opportunities policy depends on the active involvement of members, volunteers, and parents. As such the Trust will both welcome and encourage everyone to get involved with the running of the Trust's community activities and to comment on the effectiveness of its policies and procedures.

EQUAL OPPORTUNITY PROCEDURES

To realise the Trust's objectives of creating an environment free from discrimination and welcoming to all, the Trust will:-

- (a) ensure that its services and activities are open and available to all parents, children and vulnerable persons in the local community
- (b) ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation, and disability do not inhibit a child from accessing the Trust's services and activities
- (c) treat all children, vulnerable persons, and their parents with equal concern and value
- (d) have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues when planning and implementing its programme of activities
- (e) endeavour to recruit a team of volunteers that reflects the make up of the local community
- (f) ensure that all members and volunteers are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work
- (g) encourage and support members and volunteers to act as positive role models to children and vulnerable persons by displaying and promoting tolerant and respectful behaviour, language and attitudes and by challenging discriminatory behaviour
- (h) ensure that members and volunteers receive appropriate and on-going training
- (i) the Equal Opportunities policy is consistent with current legislation and guidance
- (j) appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent
- (k) regularly review all its policies and procedures to ensure that they do not operate in any discriminatory manner or against its commitment to equal opportunities

SPECIAL NEEDS

The Blue and Gold Supporter's Trust is committed to the integration of all children and vulnerable persons who take part in its activities.

The Trust also believes that children and vulnerable persons with special educational needs and / or physical disabilities have a right to play, learn, and be able to develop to their full potential alongside other children.

Whenever possible children with special needs and / or physical disabilities will have access to the same facilities, activities and play opportunities as their peers. Everyone stands to gain if all children are allowed to share the same opportunities and are helped to overcome any disadvantages they may face.