



Equal Opportunities Policy

1. GENERAL

- 1.1 Llais y Goedwig is committed to the principles and practices that support Equal Opportunities. We will endeavour to implement all aspects of such a policy in our work and in the way we operate.
- 1.2 Llais y Goedwig will strive to ensure that we do not discriminate against any person on the grounds of:
- gender
 - sexual orientation
 - race, nationality, colour or ethnic origin
 - age
 - disability
 - mental or physical illness
 - responsibility for dependents
 - marital status
 - religion
 - being HIV positive
 - culture, class, social circumstances, political affiliation or union membership.
- 1.3 Llais y Goedwig recognises that our policies and practice will have a direct impact on the community we serve and the organisations we work with. We will try to tackle discrimination as it arises and work in a way that will provide a positive influence to those with whom we work.
- 1.4 We will review our policies and practice from time to time to ensure that they are effective and that Llais y Goedwig is operating within the terms and the spirit of this policy.

2. PROJECT WORK

- 2.1 We will ensure that our equal opportunities policy is reflected in our approach to project work and that we recognise and respond to issues of equal opportunities as and when they arise.
- 2.2 If we identify problems of discrimination, we will press for change.

2.3 Participation

We will make every effort in our community development work to involve under-represented groups in so far as they are identifiable.

LLAIS Y GOEDWIG POLICY STATEMENT

2.4 Dealing with discrimination

We will provide support and training to ensure that our staff are aware of discrimination, abuse and harassment and are able to deal with these problems effectively.

2.5 Actions speak louder than words

Llais y Goedwig recognises that any Equal Opportunities Policy Statement on its own is insufficient to ensure real equality of opportunity. To achieve this, it is essential our Board and staff are committed to taking positive steps to make Equal Opportunities effective.

2.6 All equal opportunities complaints will be taken seriously. The Llais y Goedwig Board will immediately acknowledge receipt of the complaint and arrange for the appropriate person to investigate by collecting evidence and interviewing witnesses. A report on the findings and recommendations will be made available to the complainant and any members involved. Where a complaint is justified, appropriate disciplinary action will be taken.

3. MONITORING

3.1 Responsibility for the implementation and monitoring of this policy lies with the Llais y Goedwig Board.

Signed:



Date: 11 January 2011

Roger Davies, Chair

Revision date: 1 February 2012