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Fareham & Gosport Challenge & Adventure

EQUAL OPPORTUNITIES POLICY

Scope of the policy statement: This policy relates to all matters of policy and operation in Fareham & Gosport Challenge & Adventure.

Aim: Fareham & Gosport Challenge & Adventure aims to encompass the principles of equality of opportunity into all its policies which affect anyone including clients, volunteers and staff.

It does so however with the limitation that the physical nature of the majority of the activity programme events may preclude the practical possibility of some young people with physical disability from taking part without considerable risk both to themselves and to others participating in the events.

Equal Opportunities Statement

Fareham & Gosport Challenge & Adventure will follow a personnel recruitment procedure intended to minimise any systematic or intentional discrimination other than selection on merit and best fit to the Person Specification.

Similarly, the personnel management policy is designed to offer equality of opportunity in terms of job satisfaction, development and reward.

In terms of service provision, Fareham & Gosport Challenge & Adventure will endeavour to establish services and to operate them without discrimination between individuals in the accepted client group (although the limitation described above in the Aims paragraph must apply).

A statement interpreting equal opportunities in Fareham & Gosport Challenge & Adventure is attached.

Monitoring of Policy

The Fareham & Gosport Challenge & Adventure Scheme Chairman will report to the Fareham & Gosport Challenge & Adventure Management Committee on the implementation of the Equal Opportunities policy once per year. The Management Committee will agree any change in targets and measures for the next period. This will extend to employment and service.

Review of policy

The policy will be reviewed as necessary but at least once per year.

Approved by the Fareham & Gosport Challenge & Adventure Executive Committee
at the Management Committee meeting held on 11th March 2003

Equal Opportunities Statement

Employment

Any employee shall be offered equal opportunity, irrespective of their sex, sexual orientation, disability, marital status, race, age, religion or colour. Therefore Fareham & Gosport Challenge & Adventure describes itself as an Equal Opportunities employer.

To this end, Fareham & Gosport Challenge & Adventure will take every reasonable step to pursue a policy of fairness to all persons within the area by:

- a) *ensuring that when employment decisions are made, the only personal characteristics taken into account are those which, as well as being consistent with relevant legislation, are necessary for the requirements and proper performance of the work involved;*
- b) *further generalised conceptions about the characteristics of categories or groups of people will be positively dismissed.*

Service Provision

Fareham & Gosport Challenge & Adventure wishes to secure equality of opportunity whether required by legislation or not, in as many aspects of its activities as possible in the provision of its service. Further, Fareham & Gosport Challenge & Adventure acknowledges that the United Kingdom is a multi-racial and diverse society, and believes that no person or group of persons should suffer disadvantage by reason of sex, sexual orientation, disability, marital status, race, age, religion or colour.

To this end Fareham & Gosport Challenge & Adventure will take every reasonable step to pursue a policy of fairness to all persons by:

encouraging and assisting any disadvantaged persons within its direct sphere of influence to achieve a position from which equality of opportunity can operate. Recognition must however be given to the dangers that would be associated with participation in the Scheme's activity programme by any young person who has severe physical or sight difficulties. The possible membership of Fareham & Gosport Challenge & Adventure by such disabled young people must be left to the discretion of the Scheme Co-ordinator, advised as necessary by the Chairman of the Executive Committee.

Positive Action

Fareham & Gosport Challenge & Adventure, recognising that discrimination does occur, will work with other organisations for the elimination of discrimination and the promotion of equal justice.

In pursuit of these aims Fareham & Gosport Challenge & Adventure will undertake a continuing review of all policies and will:

- (a) *endeavour to ensure that the services provided are accessible to all young people referred for Scheme membership (within the limitations described above), and that opportunities exist for the young people to participate in the work of Fareham & Gosport Challenge & Adventure;*
- (b) *endeavour to ensure that the services provided are available to boys and girls, and that there are no inferred or systematic biases;*
- (c) *endeavour to ensure that no inappropriate age discrimination occurs (allowing however for the agreed age range that applies to the young people who are deemed to be appropriate for Scheme membership: this age range being reviewed annually by the Fareham & Gosport Challenge & Adventure Management Committee).*

Registered Charity N^o. 1052430

An initiative of Fareham and Gosport Youth Concerns.
Supported by Hampshire County Council

Supported by Fareham and
Gosport Borough Councils