

VOLUNTARY ACTION - LEEDS

EQUAL OPPORTUNITIES POLICY STATEMENT

Voluntary Action – Leeds recognises:

- that the UK is a society which is diverse in race, culture, beliefs and lifestyles
- that there are many groups of people who are discriminated against in this society
- that in many cases, legislation has been lacking; and that where such legislation does exist, it has not ended this discrimination

Voluntary Action – Leeds believes:

- that no person should experience discrimination, oppression or lack of opportunity based on gender, race, colour, nationality, ethnic origins, religious or philosophical belief, impairment, HIV status, age, marital status, parental status, sexual orientation, political belief or trades union membership, class, responsibility for dependants, appearance, ex-offender status, lack of formal qualifications, or any similar grounds
- that all persons should have equal rights to recognition of human dignity, to education, to work, to receive services and to participate in society
- that the concept of voluntary action is in itself a means of combating discrimination and disadvantage, and contributing to enhanced quality of life for individuals, groups, communities and society as a whole
- that every group and community has a right to a fair share of VA-L's services, and to have these services delivered in ways which are sensitive and appropriate to their needs; however, VA-L is committed to prioritising its services, targeting its resources, and being responsive to communities in greatest need.

Voluntary Action – Leeds affirms:

- that we recognise our responsibility to work towards the elimination of all discrimination, oppression and lack of opportunity, both within VA-L itself and externally
- that we will seek to challenge discrimination, oppression and lack of opportunity, and work towards a more just society

- that we will positively promote equality of opportunity as a core value in all areas of our work and in our structure
- that we will endeavour to fulfil all legislative requirements concerning equal opportunities, and to implement recognised good practice where resources permit
- that we will seek to find ways of working which ensure equality of opportunity and accountability
- that we will encourage those with whom we work to adopt and practice sound policies on equal opportunities
- that we will monitor and review our own policy and practice, taking positive action where necessary, to ensure that equal opportunities are an integral and active part of everything VA-L is and does.

Revised statement adopted by the Trustee Board of Voluntary Action - Leeds on 23/4/02, this Statement replaces all previous ones. Updated November 2002