



Mayfield Recreational Association

Conygree Lane

Mayfield

DE6 2HW

Charity number: 700004



Equal Opportunities Policy

Mayfield Recreational Association (MRA) believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background or sexual orientation.

The MRA Committee is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Committee ensure equality of provision in areas of representation, service provision and access and will take action to make this policy effective

Disabled

The Committee recognises that the legislation applies to persons who are not apparently disabled or ill.

Age

The Committee believes that people of all ages have skills experiences and ideas, which are equally valid, and have valid needs, expectations and aspirations.

Ethnic Minorities

The Committee will be alert to any implications of its services and actions for potential unlawful discrimination. The Committee will challenge racism in any form and will encourage its users to do the same.

Gender and Sexual Orientation

Sexist policies, practices and attitudes (including policies, practices and attitudes which may relate to sexual orientation and gender re-assignment) will be challenged, and users will be encouraged to do the same.

Religion and Belief

The Committee endorses the right of each individual to his or her own religious beliefs or the absence of a belief.

Code of Conduct

1. People will be treated with dignity and respect regardless of the group to which they belong.
2. People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
3. No one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassment will be taken seriously and the Committee will undertake investigations of any complaints quickly, impartially and thoroughly.