

EQUAL OPPORTUNITIES POLICY

1. Principles

The Equal Opportunities Policy is based on the vision statement of Chinese Arts Southampton (CAS) to promote the group's aims and objectives, with equal treatment for all, regardless of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, and sexual orientation.

This policy is concerned with equal opportunities for volunteers and all those participating in Chinese Arts Southampton.

It has due regard for the **The Equality Act 2010**: The main purpose of the Act is to unify the all the Acts and Regulations, which formed the basis of anti-discrimination law in Great Britain.

It requires equal treatment in access to employment as well as private and public services, regardless of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, and sexual orientation. In the case of gender, there are special protections for pregnant women. However the Act allows transsexual people to be barred from gender-specific services if that is "a proportionate means of achieving a legitimate aim". In the case of disability, employers and service providers are under a duty to make reasonable adjustments to their workplaces to overcome barriers experienced by disabled people. In this regard, the Equality Act 2010 did not change the law.

2. Aims & Objectives

1. That the membership and services of Chinese Arts Southampton (CAS) are open to all those living within the area of benefit, without discrimination of any kind.
2. That access to activities associated with Chinese Arts Southampton are open to all those living within the area of benefit, without discrimination of any kind.

3. Disabled Access

- All events staged by Chinese Arts Southampton will use facilities that within reason will be designed to provide facilities for disabled access.

4. Statement of Equal Opportunity

Chinese Arts Southampton recognises that certain people or groups of people are discriminated against, that your group is opposed to this and has procedures in place to ensure it doesn't happen. This policy is set with-in the current legislative framework.

All members of the Chinese Arts Southampton will have the Equal Opportunities Policy explained to them, and as group members, will undertake to comply with and implement this policy.

Chinese Arts Southampton are opposed to any form of discrimination on the grounds of any of the protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race
- Religion or belief
- Sex
- Sexual orientation

We aim to provide fair and just treatment in all our activities and services to our community.

Chinese Arts Southampton aims to encourage co-operation from all individuals or associated groups in the implementation of this policy.

Chinese Arts Southampton will encourage and support people from under-represented groups in the community

5. Harassment

Action will be taken against those who commit any type of hate crime and harassment – for clarification of the words, please follow the link: <http://www.southampton.gov.uk/hatecrime>

All forms of harassment, either against or by, a volunteer will be dealt with promptly and sensitively.

You can report it directly to the Police on 101 or 0845 045 45 45. Alternatively, there is a hate crime reporting number: 023 8083 4114.

6. Reporting.

If a case of what appears to be discrimination is reported to or is observed by Chinese Arts Southampton it will be the duty of the management committee of Chinese Arts Southampton to take appropriate action.

7. Volunteer workers

The same policy and process will be followed for committee members/volunteer workers In the case of physical aggression/ harassment.

Physical aggression will not be tolerated. After due process of investigation anybody found to have been physically aggressive will lose their position with-in the organisation.


8. Group activities

All persons or groups in association with Chinese Arts Southampton activities will be made aware of the equal opportunities policy and procedures. A management committee member will be nominated at appropriate time.

If the guidelines are not adhered to the person/ persons breaking the guidelines will be asked to desist association with the activity.

If those person/s do not desist when asked, the police will become involved

This document will be regularly updated and amended in line with legal requirements.

Policy Approved  (Chair)

Date: 14/05/2012