

## Equal Opportunities Policy

The Radyr and Morganstown Association (RMA) is committed to equal opportunities policy and practice. It will endeavour to ensure that all volunteers and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, language preference, gender, marital or parental status, political belief, race, religion or sexual orientation.

In implementing this policy the RMA will take account of existing legislation: the Race Relations Act 1976, the Sex Discrimination Act 1975, the Equal Pay Act 1970, the Welsh Language Act 1993 and the Disability Discrimination Act 1995;

This equal opportunities policy will be implemented across all aspects of the organisation's work:

- the appointment of members to its Executive and any other committees;
- the appointment of volunteers, their roles and responsibilities;
- all dealings with the public and service users in the name of the RMA.

### Executive Committee

The RMA will aim for an Executive Committee representative of the community and users which it serves and will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed.

### Volunteering

The RMA will ensure that no volunteer or potential volunteer receives less favourable treatment than another on grounds of age, disability, ethnic or national origin, language preference, gender, marital or parental status, political belief, race, religion, gender or sexual orientation.

The RMA is committed to undertaking open recruitment and selection procedures and wherever possible all vacancies will be advertised and fair and equitable selection/allocation processes will be followed for volunteering opportunities.

Volunteers working with the organisation will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate.

The RMA will also ensure that the changing and developing needs volunteers are recognised and appropriate adjustments made to working conditions and/or training provided.

Behaviour or actions against the spirit and/or letter of the equal opportunity laws, on which this policy is based, will be considered serious disciplinary matters.

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### Public and Service Users

The RMA aims to make its services accessible to as a wide range of the public as possible and in order to achieve this will take reasonable steps to remove barriers which prevent potential audience, participants, members and service users from having equal access to the organisation's activities. This will include:

- ensuring that activities take place in venues and premises which are accessible to people with physical or mental disabilities;
- providing reasonable facilities to enable people with disabilities or access needs to participate fully in planned activities e.g. induction loop, BSL interpreters. Particularly for repeat activities or where facilities are actively requested in advance;
- ensuring that the design of publicity material, both digital and hard copy format, takes account of the needs of people with disabilities in terms of print, format, information on access;
- maintaining any online presence with an aim to exceed the AA W3CA Standard for Accessibility as possible through each platform. This includes not burying key information only within graphical elements and adding text representations (alt text) to any information presented as an image;
- encouraging and enabling people from under-represented groups to attend and fully participate.