

# **THE ASSOCIATION OF TEESDALE DAY CLUBS**

## **Policy Document Number 04 Issue 02**

### **Diversity & Equality**

#### **Introduction**

The Trustees of The Association of Teesdale Day Clubs (in future referred to as The Association) believe in protecting and honouring the fundamental human rights of all those connected with it. This applies to the Trustees, staff, volunteers and membership as well as associates, suppliers, external organisations or any other member of society. Consequently, we do not tolerate discrimination in any form and will take corrective action in any case where it may occur.

#### **Policy**

The Association will comply with any legal requirements concerning diversity and equality including the 'Race relations act 1976' & 'Race relations (Amendment) act 2000', the 'Sex discrimination act 1975' and the 'Disability discrimination act 1995' and any subsequent relevant legislation or amendments

It is the policy of The Association to not discriminate against or to provide less favourable treatment towards any individual or group of individuals on the grounds of nationality, religion, belief, race, ethnic origin, language, culture, disability (including limitations to physical access or resources), marital status, age, gender, sexual orientation/preference, employment, or any other identifiable discriminatory cause within the European Convention of Human Rights.

#### **Principles**

- No conscious action shall be taken against any person by members, staff, volunteers or Trustees of The Association that may offend or devalue that person, or lead to a loss of respect for them from others.
- Any person involved with The Association who infringes this policy will be excluded from that involvement.
- Any person with a grievance against The Association should contact the General Manager on 01833 695822. If that person is unable to resolve the grievance to their satisfaction they should contact the Chairman of The Association.
- The responsibility for compliance and for ensuring the success of this policy is laid upon all individuals within The Association. However, particular responsibility rests with the Trustees and staff to ensure that the policy is disseminated throughout the organisation and is applied positively.

**Approved by the Board of Trustees and signed on their behalf by the Chairperson:**

**Date;**