

Equal Opportunities Policy

The Making of Mashamshire is committed to including people in all parts of society in our activities.

No potential participant, volunteer or employee should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- Class or socio-economic status;
- ethnic origin, nationality (or statelessness) or race;
- gender (including gender reassignment);
- marital or civil partnership status;
- sexual orientation;
- disability (including mental or physical ability);
- political belief;
- pregnancy;
- religion or belief (including the absence of belief).

All involved in The Making of Mashamshire should seek to practise that equality, especially in promoting access to volunteering and activities for people in all parts of society. The Making of Mashamshire opposes all forms of racism.

Leaders and other volunteers

To carry out its work The Making of Mashamshire seeks to appoint effective and appropriate Leaders, and to involve other volunteers in supporting roles, all of whom are required to accept fully the responsibilities of their commitment.

The overriding considerations in making all appointments shall be the safety and security of participants particularly children, young people and vulnerable adults.

Accordingly, all those whom the organisation accepts as volunteers must be 'fit and proper' persons to undertake the duties of the particular position to which they have been appointed.

The physical and mental ability of a particular potential appointee to fulfil a particular role will always be a relevant factor to consider.

Within these constraints, and those imposed by the need to ensure:

- the safety and security of children, young people and vulnerable adults;
- the continued development of children, young people and vulnerable adults; and
- equal opportunities for all;

no person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- age;
- class or socio-economic status;
- ethnic origin, nationality (or statelessness) or race;
- gender (including gender reassignment);
- marital or civil partnership status;

- sexual orientation;
- disability (including mental or physical ability);
- political belief;
- pregnancy;
- religion or belief (including the absence of belief).