



Equal Opportunities Policy

Level Up Gosport is committed to providing equality of opportunity to all people who use the service or work or volunteer for us. We will do so by adopting the policy outlined below.

We operate in a multi-cultural society. We will recognise and celebrate the many forms of diversity among individuals who are a part of our group.

We will treat each person with respect and as an individual, and avoid pigeonholing or labelling any member on the grounds of any perceived difference.

We will reach out to different sectors of the community which are traditionally hard-to-reach, through activities which we carry out and the ways in which we look to recruit.

We will follow our founder members' own mission statement which says that: "no matter what the circumstances of a person's life, we are all valuable. We want to work for the greater good and show that we are all human and equal."

We are committed to preventing any discrimination on the grounds of age, race, sexual orientation, ethnicity, religion, nationality, disability, health or any other grounds. No one will receive a less favourable service from us for these reasons. This includes equal opportunities in recruitment and treatment of both staff and members.

Members are briefed when they join, in an expectations document, that they should neither make nor tolerate comments or actions of a discriminatory nature, and should report these immediately to staff.

We have a zero-tolerance policy to bullying and harassment and have a clear reporting procedure and grievance procedure outlined in our Safeguarding policy. All new members and staff read these policies upon joining.

Employees and volunteers will be equally committed as members, to equal opportunities and adherence to these policies.

We accept all statutory regulation relating to equal opportunities and diversity.

The overall responsibility for adherence to this policy rests with the Trustee Board and Level Up Gosport Project Leader.

Adopting these policies means that we act lawfully, improve recruitment and retention of staff and members, and take action against those who infringe.

Signed: - M. Ive - Mary Ive, Chairperson

Signed: - N. Ure - Nicola Ure, Project Manager

Date: 09/09/2024