



Equal Opportunities Policy

Policy Statement:

Turtle CYP recognises that the United Kingdom is a society diverse in race, culture and interests and that this diversity is to be welcomed. We intend that all members of society should enjoy equal access to the opportunities available through our work.

Turtle CYP recognises that certain groups and individuals in society are oppressed and disadvantaged due to discrimination directed against them.

Discrimination operates through commonly held assumptions and prejudices, which are reinforced by laws, rules and customs. This makes discrimination appear normal and inevitable. Discrimination works by stereotyping people into different roles, by treating some people worse than others, or simply by ignoring them.

Turtle CYP is committed to opposing all forms of discrimination including that based on race, gender, disability, age, religious or political beliefs, sexual orientation, marital status or socio-economic status.

Turtle CYP recognises that the promotion of equal opportunities requires more than passive opposition to discrimination; we are therefore committed to taking positive action towards equality of opportunity. We further recognise that the limited resources and the operational needs of Turtle CYP may impose justifiable restrictions upon our ability to take such action. However, we will undertake regular monitoring and review the effectiveness of this Policy.

VERSION CONTROL MATRIX			
Date:	Version:	Effect:	Due for Review
June 2016	V1	July 2016	July 2019
July 2019	V2	July 2019	July 2022
August 2022	V3	August 2022	August 2023
August 2023	V4	August 2023	August 2025

Equal Opportunities Policy Implementation:

1.1 Turtle CYP is committed to promotion of equal opportunities in all aspects of the operation of its activities including management, employment practices with both paid and unpaid workers, access to services and service provision.

1.2 Turtle CYP shall ensure that it acts in such a way that no individual or group referred to in this policy is discriminated against, in particular:

By making arrangements to accommodate the needs of members and staff including appropriate travel costs;

By providing information in a way that is accessible to all;

By meeting in premises with facilities which are physically accessible to those participating;

By encouraging representation to the Playscheme of all groups facing discrimination;

By making training in discrimination awareness and equal opportunities compulsory to all members of Turtle CYP and paid and unpaid staff.

1.3 The recruitment of paid and unpaid staff shall be undertaken in accordance with this policy, in particular:

By ensuring that posts are advertised in such a way as to encourage applications from groups experiencing discrimination;

By preparing job descriptions which clearly set out what the worker is to do, and person specifications which recognise that relevant experience can be as valuable as qualifications or previous paid employment;

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By ensuring that in all selection procedures only factors relevant to the requirements of the post are taken into account, and that the spirit of the policy statement is adhered to.

1.4 The employment of paid and unpaid staff shall be undertaken in accordance with this policy, in particular:

By providing training relevant to the needs of staff and designed to enable them to carry out their jobs;

By ensuring that any staff member who, in the course of their work, displays attitudes contrary to this policy to any person whether by word, behaviour or other manner shall be liable to disciplinary action;

By recognising and responding to the individual needs of staff, especially those who are carers or who have disabilities, and ensuring that, within available resources, the necessary support is provided to enable them to work effectively.

1.5 In every aspect of the planning, management, access, provision and monitoring of services, the Management and staff shall seek to promote equality of opportunity in accordance with this policy, in particular:

By improving physical access to the locations for all individuals;

By seeking to identify and respond to the needs of those groups experiencing discrimination, altering priorities and methods of service delivery where necessary.

2. Turtle CYP shall regularly monitor and evaluate the effectiveness of this policy in achieving the stated aims. This process shall be undertaken at least annually.

3. Monitoring and review:

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3.1 The implementation and effectiveness of this policy will be monitored and reviewed by the Director

3.2 This policy will be reviewed at not more than 3-yearly intervals.

3.3 Any comments about this policy should be addressed to the Director.

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