

# Saltburn Photographic Society

## **Equal Opportunities Policy Statement**

The club wholeheartedly supports the principle of equal opportunities in club membership and its management, and opposes all forms of unlawful or unfair discrimination on grounds of colour, race, nationality, ethnic or national origin, sex, marital status, sexual orientation, age or disability. We believe that it is in the club's and its members' best interests to ensure that human resources, talents and skills available throughout the community are considered when appointing officers and committee members. To this end, within the framework of the law, we are committed, wherever practicable, to maintain a membership that broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on selection, training, and club management are based solely on objective and ability-related criteria.

## **Action to Implement Policy**

In order to put this policy of equal opportunities into practice in the day to day operation of the organisation we will:

- Provide written guidance on the 'Principles of Equality' for all members and officers of the club.
- Monitor the existing membership and the application and effects of the policy.
- Examine and review existing procedures for the selection of committee members and officers of the club.
- Develop mechanisms for resolving grievances about unfair discrimination and harassment.
- Review the policy on a regular basis (at least annually).

Committee members fully support this policy statement. All members are responsible for playing their part in achieving its objectives.