



Penparcau Community Forum Ltd

EQUAL OPPORTUNITIES POLICY

The purpose of policy is to help Staff and volunteers to enjoy the positive experience of volunteering.

This policy will be reviewed on an ongoing basis, at least once a year. PCF will amend this policy, following consultation, where appropriate.

Date Reviewed	Reviewed By	Position
23.01.2023	SAM HUGHES-EVANS	PCF Manager
23.01.2023	KELVIN JONES	Chairman

Next Review	23.01.2024
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Penparcau Community Forum Ltd. (the Forum) holds it as a principle that no organisation or



funded
through



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(Reg. Number 9210780, Registered Office Address: As above)

person shall receive less favourable treatment or suffer oppression on the grounds of race, colour, nationality, culture, class, religion, ethnic or national origin, gender, marital status, age, child or domestic care arrangements, sexual orientation, disability, mental or physical illness, social circumstance, political affiliation, affiliation to any particular organisation or for any other reason.

The Forum is committed to the promotion of equal opportunity in employment and volunteer practices, and in all aspects of its work.

The Forum is committed to countering harmful stereotypes of groups and individuals. We are also committed to ensuring that knowledge about customs, backgrounds, lifestyles and other issues affecting oppressed groups are as widely understood as possible.

The Forum endorses the principle that the individuals who work or are seeking employment within the organisation should be selected, promoted and treated fairly on the basis of their relevant merits, achievements, abilities and potential. Training and consultancy work within the Forum will be performed with regard to the purpose of this policy. Publications, promotional materials, articles and other activities will also reflect the intent of this policy.

The Forum will work to make this policy fully effective through its own work and by influencing others to adopt similar standards in their own work.