

# PACT Equal Opportunities Policy

## Introduction

Penrith Action for Community Transition (PACT) is committed to the implementation and maintenance of an Equal Opportunity Policy in relation to all its members, volunteers and partners.

This policy underlines the commitment of the organisation to operate equal opportunities in all areas of its activities. PACT is opposed to all forms of discrimination and strives to ensure that anyone undertaking work on behalf of the organisation or anyone approaching the organisation to receive a service is not discriminated against or receives unfair or unlawful treatment.

## Scope

- This policy applies to all personnel, engaged as Steering Group members or volunteers of PACT.
- This policy forms part of the terms of engagement for volunteers
- This policy also applies to any person approaching the organisation for the delivery of a service or support.

## Legal Framework

The legal framework relating to this policy is:

- The Human Rights Act 1998
- The Disability Discrimination Act 1995
- Age Discrimination Act 2006
- The Equality Act 2010

## Policy Statement

The organisation will endeavour to ensure that there is no discrimination against any paid supplier, volunteers or partners on the grounds of sex, ethnic group or national origin, colour, social class, religion, age, marital status, disability, sexual preference or criminal record (in accordance with the Rehabilitation of Offenders Act 1974)

## 1. Equal Opportunities for staff and volunteers

PACT is committed to offering opportunities for volunteering in all aspects of the organisation's work including serving on the Steering Group. All volunteers will be recruited on their ability to undertake the required task or role, taking into consideration their experience, ability and potential.

PACT aims to ensure all volunteers receive adequate training and induction to allow them to fulfil their role effectively and have fair access to further training opportunities as appropriate.

## 2. Equal Opportunity to Clients/Recipients of Service

PACT is committed to providing a service tailored as far as is reasonably practical to the needs of the individual. This service will be made available to all whose need for the service has been identified and will not be offered on the basis of the individual's own ability to fund.

Additionally the organisation seeks to make its work fully accessible to all through its web site at [www.penrithact.org.uk](http://www.penrithact.org.uk)

### Monitoring and Review

This policy will be available to all volunteers and will be monitored for its effectiveness in achieving its objectives.

The policy will be reviewed by the Steering Group on an annual basis.

Dated April 2010