



Equal Opportunity Policy

Introduction

The responsibility for ensuring equality and diversity is given full consideration by Ogwen Valley Mountain Rescue CIO (OVMRO) lies ultimately with the Trustees. Volunteers and Committee members are responsible for the implementation of the policy, its observance, monitoring it on a day-to-day basis and reporting on its operation.

The policy consists of the following:

Statement of intent

The Policy

Statement of Intent

OVMRO recognises that certain individuals and groups are discriminated against on grounds of disability, race, ethnic origin, culture, socio-economic background, gender, sexuality, religion, creed, marital status and age. The Organisation is committed to working towards eliminating all forms of discrimination both through its own work and through its policies and practices.

Recognising that passive policies will not achieve change, the Organisation will, through regular monitoring of policies and practice, take active steps to combat discrimination.

The Policy

Service Provision

People we help must have easy access to information about the Organisation's services. It is also recognised that The Organisation will not be able to meet all the demands made upon its services.

Additionally, it is recognised that there may from time to time be complaints against members of the Organisation, or regarding the service. The Organisation will provide details of how a complaint may be made to anyone in receipt of our services, if such a request is received.

Recruitment and Selection

The Organisation aims to receive the widest response to recruitment of volunteers. Information sent to potential applicants will include the role description and the details of the Equality Opportunity Policy.

Terms and Conditions

The Organisation will endeavor to ensure that volunteers are not discriminated against through the terms and conditions under which they are have been engaged.

Furthermore, The Organisation recognises that from time to time family and social circumstances may change and consequently that volunteers may need to change their conditions of volunteering. The Organisation will attempt, where circumstances and resources permit, to accommodate the needs of those volunteers.

Support

Volunteers are entitled to support from the Organisation. Volunteers will be able to access support services via the Committee if requested.

Training

The Organisation recognises that training is an essential factor in membership of the Organisation. Induction training is particularly important and will be made available to all volunteers. When other needs are identified, every effort will be made to ensure that training is provided.

Purchasing

The Organisation will not knowingly receive or purchase goods and services from agencies which practise discrimination.

Monitoring

Regular monitoring and reviews of all procedures will take place from time to time, to check the effectiveness of The Organisation's Equal Opportunity Policy. The Committee will recommend such amendments as are needed to ensure that the Equal Opportunity Policy are effective at all levels of the Organisation.