

# RATBY CO-OPERATIVE BAND

## Equal Opportunities Policy

The Ratby Co-operative Band:

- recognises that the United Kingdom is a society diverse in race, culture and beliefs
- believes that no person should suffer oppression or lack of opportunity based on race, gender, belief, sexuality, disability, age, class, or geographical location
- believes that all people have equal rights to work towards social justice and to participate in decision-making processes and local action
- believes that voluntary action is a means of combating disadvantage and contributes to the improvement of the quality of life for groups, communities and individuals and their empowerment
- believes that the Band has a role in affirming and enabling all people to collectively play an active part in their community

The CVS is committed to:

- seeking to eliminate oppression and lack of opportunity within the Band (including employment, volunteering, membership, governance and services)
- working towards a just and participatory society
- challenging oppression and inequality
- giving priority to working with those whose full participation in society is limited by economic, political or social disadvantage
- positively promoting its core values in all areas of its work and structure
- ways of working that ensure equality of opportunity, participation, co-operation, democratic involvement and accountability
- encouraging members of the Band and others with whom the Band works to adopt and practice a similar policy.

The Trustees responsible for implementing and monitoring this policy with the advice and assistance of the widest possible constituency. The Trustees will review this policy, the guidelines and their implementation annually.