

Equal Opportunities Policy

- 1 The Forum:
 - recognises that England 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 Forum has a role in affirming and enabling all people to collectively play an active part in their community

- 2 The Forum is committed to:
 - seeking to eliminate oppression and lack of opportunity within the Forum (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
 - fulfilling all legislative requirements concerning equal opportunities
 - encouraging members of the Forum and others with whom the Forum works to adopt and practice a similar policy.

- 3 The Forum recognises that it has a particular responsibility to address the rural aspects of oppression and lack of opportunity.

- 4 The Chief Executive is responsible for implementing and monitoring this policy in conjunction with the Forum Board of Trustees, with the advice and assistance of the widest possible constituency. The Board will approve a set of guidelines for action to aid the practical implementation of this policy. The Board will review this policy, the guidelines and their implementation annually.