

## RYEDALE CARERS SUPPORT

### EQUAL OPPORTUNITIES POLICY

1. a. We believe in the right of individuals to participate in society and to have equal opportunities to achieve their potential.

We believe in the inherent worth and rights of each individual to contribute to and receive support from society.

- b. Therefore individuals are entitled to:
  - respect on their own merits
  - have their needs recognised and met within society
  - pursue the quality and style of life of their own choice
  - make informed decisions and to seek appropriate representation
  - offer and obtain mutual support

on the same basis as any other member of society.

2. a. RCS believes it is important that to help reduce unfair discrimination in society, it should seek to eliminate any such practices within the organisation or outside the organisation if it discriminates against the organisations client group.
- b. RCS will therefore pursue a policy of equality of opportunity in its employment of staff, its membership and committee structure, activities and services, for any person, regardless of race, colour, gender, sexual orientation, disability, age, religion, or relevant offending background.
- c. The Chief Officer of RCS will be responsible for implementing this policy in conjunction with the Trustees or any nominated sub committee.

3. In addition RCS will seek to address the rural aspects of these issues and will seek to take positive action to alleviate areas of inequality such as:
  - access to resources, services and communications
  - isolation
  - assumptions by planners and policy makers of services about the needs of people living in rural areas.