

OTS

OFF THE STREET

Equal Opportunities Policy

Purpose

This policy has been put in place for the wellbeing of the children that participate under the supervision of volunteers and paid coaches providing sporting education and life skills through Club Cricket Academy ("CCA") and Ilford Community Football ("ICF"), both operating under the charity, Off The Street ("OTS"). All references made to OTS incorporate both CCA and ICF within this policy. The policy contains the following sections:

- Introduction
- Statement of policy
- Volunteer selection
- Event co-ordination
- Training
- Grievances and victimisation

Introduction

OTS recognises that it is essential to provide equal opportunities to all persons (participants, volunteers (paid/unpaid) without discrimination. This policy sets out the organisation's position on equal opportunity in all aspects of providing voluntary (paid/unpaid) support to children, giving guidance and encouragement to volunteers at all levels to act fairly and prevent discrimination on the grounds of sex, race, marital status, age, sexual orientation or religion

Statement of policy

It is the policy of OTS to ensure that no child or volunteer (paid/unpaid) receives less favourable treatment on the grounds of sex, race, marital status, disability, age, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. The organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of providing voluntary (paid/unpaid) support to participants.

The organisation recognises that adhering to the Equal Opportunities policy, maximises the effective use of individuals in both the organisation's and children's best interests. OTS recognises the great benefits in having a diverse set of volunteers with different backgrounds, solely selected on ability.

All trustees, members and volunteers (paid/unpaid) of the organisation will be made aware of the provisions of this policy.

Volunteer selection

Where applicable, advertisements for voluntary posts (paid/unpaid) will give sufficiently clear and accurate information to enable potential applicants to assess their own suitability for the post. Information about events held by OTS (managed by either CCA or ICF) will be provided in such a manner that does not restrict its audience in terms of sex, race, marital status, disability, age, sexual orientation or religion.

All selection will be thorough, conducted against defined criteria and will deal only with the volunteers suitability for the post. Where it is necessary to ask questions relating to personal circumstances, these will be related purely to the role to be performed and asked to all candidates.

Event co-ordination

Any literature will not imply a preference for one group of applicants unless there is a genuine reason, which limits the post to this particular group, in which case this must be clearly stated.

Training

Volunteers (paid/unpaid) will be provided with appropriate training regardless of sex, race, marital status, disability, age, sexual orientation or religion.

Grievances and victimisation

OTS emphasises that discrimination either of children that participate or those that are selected to volunteer (paid/unpaid) is unacceptable conduct, which may lead to disciplinary action as determined by the OTS Committee.

Any complaints of discrimination made by a child, parent, carer, guardian or volunteer (paid or unpaid) will be pursued through the OTS Committee.