



EQUAL OPPORTUNITIES POLICY

The Percival Guildhouse (PGH) recognises that many individuals and groups may experience oppression, disadvantage, discrimination and harassment in one or more aspects of their lives. This denies them basic human rights and an equal chance to access information, services and opportunities.

This Policy is designed to mitigate any disadvantage and to promote equality in relation to ethnicity, age, gender, disability, health, sexuality, family circumstances and other discriminating factors.

It is also recognised that barriers exist which may prevent participation in the services and opportunities that PGH seeks to provide.

The Trustees, to the best of their ability and through delegated responsibility where appropriate, will:

- create a fair and just management system, service provision and employment practice to ensure equality of opportunity in what is offered to individuals and groups;
- recruit staff, volunteers and committee members solely on their ability to meet the requirements of the role;
- offer services and opportunities that are free from prejudice and discrimination;
- oppose unjust discrimination and promote and extend opportunities;
- address the specific needs of those who wish to avail themselves of our services and attempt to meet those needs;
- examine and monitor services and practices to ensure consistency and impartiality.

PGH has responsibilities under the equality legislation to accommodate individuals without discrimination in respect of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. PGH attempts to accommodate all who may wish to use its services insofar as may be possible. It will make reasonable provision to accommodate the particular needs of individuals with disabilities. In deciding what provision is reasonable in respect of any individual, it must have regard (amongst all other factors) to its limited financial resources, to the constraints imposed by its premises and to the need to provide an atmosphere conducive to quiet study. PGH encourages its students through its enrolment procedures to make particular requirements known at the time of enrolment.