

# The **ASPIRE** Trust

## **Equal Opportunities Policy**

The Management Committee, all staff, volunteers and students of the ASPIRE Trust are committed to equality of opportunity in all aspects of their work. They will not accept practices which intentionally or unintentionally discriminate against anyone on the grounds of colour, race, religion, nationality, marital status, gender, sexual orientation, disability, age or language. The Trust recognises that personal relations of respect, trust, honesty and openness underpin equality of opportunity.

### **Guidelines:**

The following guidelines for positive action are recommended to provide a framework for the effective monitoring of the policy's implementation.

### **Student Recruitment:**

The Trust is open to all children and families who want to join our classes. Promotional material for the Trust will be monitored for language and visual material that could cause possible offence to, and stereotyping of, people on the grounds of religion, nationality, marital status, disability, sexual orientation and age.

### **Staff/volunteers and volunteer recruitment:**

There will be clear job description and person specifications for each paid post and a clear role description for each volunteer placement. The management committee will interview for all posts. The co-ordinator may interview and place volunteers.

Application and registration forms will require only information which is relevant for the course or posts, although other information may be requested for monitoring purposes.

If you have any queries in relation to Equal Opportunities our designated officer is:

Signed:

On behalf of Management Committee

Date:

Future Review Date: