

## Equal Opportunities Policy

### **1. Statement of Intent**

Reigate and Banstead Community Radio Ltd, trading as Redstone FM (the Company) is committed to equality and values diversity.

The Company acknowledges that discrimination may exist in society in various forms. The Company opposes discrimination against groups or individuals on the grounds of gender, race or ethnic origin, marital status, sexual orientation, disability, age or religious beliefs. It aims to combat discrimination in both the provision of its services and the running of its affairs.

### **2. Objectives**

#### **Employment**

The Company values diversity and works towards equal opportunities in the employment of its staff, volunteers or trainees, their recruitment, training and support.

#### **Documents**

The Company will endeavour to make its publicity material available in a number of formats including large format, audio and Braille. Internal documentation, manuals etc. will also be available in a number of formats including large format, audio and Braille as required or when requested by members.

#### **Accessibility**

The Company is committed to using premises that are accessible to those with disabilities, or to make reasonable adjustments to temporary facilities.

### **3. Implementation**

The Company is committed to this policy and all the directors, staff, volunteers and service users have a responsibility to comply with it. A copy of this policy will be included in the Operating Manual and included within induction procedures for staff, volunteers and trainees.

Any breach of this policy will be dealt with in accordance with the Disciplinary and the Grievance Procedure (as set out in the Company's Operating Manual).

### **4. Monitoring and Review**

The Company board will review this policy and its implementation annually and revise it as necessary.

Policy Agreed 6 April 2009