

Equal Opportunities policy

1. Vision Statement:

- Reach FM is committed to promoting equal opportunities in Chelmsford.
- The organization values diversity and encourages fairness and justice.
- The organization wants equal chances for everyone in Chelmsford to present, train and be apart from discrimination and victimisation.
- The organization will combat discrimination throughout and will use its position of influence in the station, wherever possible, to help overcome discriminatory barriers.

2. In seeking to achieve this vision, the organization will strive to:

- Encourage equality of opportunity for all people and actively promote good relations.
- Eliminate any conditions, procedures and individual behaviour that can lead to discrimination even where there was no intent to discriminate, with particular regard to:

Race; Gender; Disability; Sexuality; Age; Religion and Belief plus Employment issues.

Whilst recognising that individuals may experience disadvantage on more than one level.

- Offer services fairly to all members, ensuring that anyone in contact with the organisation is treated with respect.
- Comply with all legislation dealing with discrimination and the promotion of equality, following the codes of practice issued to support this legislation.
- Ensure all procedures, guidelines and circulars reflect and reinforce the organization's commitment to equality.
- Ensure mechanisms are in place for responding to complaints of discrimination and harassment from members.
- Encourage disadvantaged groups and individuals to participate in the running of the station.
- Make this policy known to all members.
- Periodically review the Equal Opportunities policy.

Training and Organisational Development

Guidelines

1. Statement of Principles

Reach FM is committed to ensuring that all its policies, procedures, guidelines and circulars will reflect and reinforce the organization's commitment to equality.

2. Recruitment and Selection

The organization will strive to:

Ensure that all members are recruited and promoted on the basis of ability and other objective relevant criteria.

Work towards ensuring that through recruitment that its team better represents the community it serves.

Be committed to equality of opportunity for all people and protect against all forms of discrimination, with a particular regard to:

Gender; Race; Disability; Religious and Belief; Age; Sexuality

Ensure that all its members who are part of the recruitment selection panel are trained on equalities issues.

Work with disadvantaged sections of the community in support of recruitment

Use appropriate legislation as a framework for action to support the recruitment process in a positive way.

Collect and use recruitment information to support a fair and effective recruitment process.

3. Training and Organisational Development

The organization will:

Seek to ensure that all employees are developed by the provision of appropriate and accessible learning opportunities in line with organisational needs.

Provide training that complies with Reach FM's Equalities Policies.

Include equalities training as part of its induction programme.

4. Monitoring and Evaluation

The organization will:

Continue to review its monitoring processes to comply with changes in legislation.

Equal Opportunities policy - Supporting statements

Race Equality:	Reach FM is committed to promoting a cohesive society and eliminating unlawful racial discrimination. The organisation will promote equality of opportunity and good relations between people of different racial, national and ethnic groups.
Disability Equality:	Reach FM will not treat a person less favourably directly or indirectly on the basis of his/her disability and will promote equality of opportunity for people with disabilities
Gender Equality:	Reach FM will not treat a person less favourably directly or indirectly due to gender or marital status.
Equality of Employment:	Reach FM will through its policies and training seek to create: <ul style="list-style-type: none"> • A prejudice free and supportive environment.
Accessibility:	Reach FM services must be accessible and appropriate for all members of the community who might wish or need to use them.
Sexual Orientation:	Reach FM will not discriminate directly or indirectly on the grounds of sexual orientation.
Gender Reassignment:	Reach FM will not discriminate directly or indirectly on the grounds of gender reassignment.
Religion and Belief:	Reach FM will not discriminate directly or indirectly on the grounds of religion or belief. (This is defined as any religion, religious belief or similar philosophical belief. It excludes philosophical or political beliefs unless those beliefs are similar to a religious belief, e.g. the belief has a profound affect on the person's way of life.)
Age:	A person's age will not lead to unfair discrimination.