



## **Equal Opportunities Policy**

National Voices is committed to representing all service users including those with long term conditions, young people, older people, people with disabilities, carers, minority and ethnic groups and those who find it hard to be heard by policy-makers.

National Voices is committed to equality of opportunity. We aim to meet in full our legal, social and moral obligations as an employer and in our working partnership with our member organisations and panel of service users. We are committed to challenging discrimination both in our work with the User Panel and as an employer of paid staff. The organisation welcomes diversity and we consider having a diverse community of services users represented on our User Panel, as well as a diverse membership and staff base, to be a positive advantage which enriches the work of the organisation by involving a broad range of interests, experience and people.

National Voices' Equal Opportunities Policy reflects its commitment to undertake all work free from stereotyped, insensitive and oppressive attitudes and behaviour, by being flexible, sensitive and responsive to the needs of individuals in a fair and equitable manner.

National Voices will endeavour to provide opportunities for involvement which are free from discrimination on the grounds of age, culture, disability, medical history, employment status, financial status, gender, language, marital status, race, ethnicity, religion, sexuality or social class and actively addresses needs arising from these differences.

The Equal Opportunities Policy of the organisation encompasses all areas of the organisation. It applies to all those involved with National Voices including members of the Board of Trustees, member organisations, service users, paid staff, partners, visitors to the organisation, donors and statutory bodies. The objective is to create an environment where equality of opportunity is integrated throughout the organisation.

All staff and those acting on behalf of the organisation are expected to implement this policy, which will be monitored and reviewed regularly.

Date: 4 July 2011