**Equal Opportunities Policy**

**Introduction**

* **Purpose**: To promote equality and diversity and to ensure fair treatment for all participants, staff, and volunteers involved in Sand Arts And Crafts workshops.
* **Scope**: This policy applies to all Sand Arts and Crafts staff, volunteers, contractors, participants, and anyone else.

**Commitment to Equal Opportunities**

* I am committed to providing an inclusive and supportive environment where everyone is treated with respect and dignity.
* I will not tolerate discrimination, harassment, or victimisation.
* I will adhere to relevant equality legislation, including the Equality Act 2010.

**Legal Framework**

* **Equality Act 2010**: Protects individuals from discrimination based on the following protected characteristics:
  + Age
  + Disability
  + Gender reassignment
  + Marriage and civil partnership
  + Pregnancy and maternity
  + Race (including colour, nationality, and ethnic or national origin)
  + Religion or belief
  + Sex
  + Sexual orientation

**Responsibilities**

* **Management**: Responsible for implementing and monitoring this policy.
* **All Staff and Volunteers** Must adhere to this policy and promote a culture of equality and respect.
* **Designated Equality Officer (DEO)**: Zoe Blundell
  + Acts as a point of contact for equality-related concerns and ensures compliance with this policy.

**Recruitment and Selection**

* Ensure that our recruitment processes are fair, transparent, and merit-based.
* Use non-discriminatory language in job advertisements and descriptions.
* Provide equal opportunities for all applicants and make reasonable adjustments to accommodate individuals with disabilities.

**Inclusive Environment**

* Ensure that our workshops are accessible to all children, regardless of their background or disabilities.
* Make reasonable adjustments to accommodate the needs of all participants.
* Encourage a diverse range of participants to join our workshops.

**Preventing and Addressing Discrimination**

* Prohibit discrimination, harassment, or victimisation within our workshops.
* Encourage staff, volunteers, and participants to report any incidents of discrimination.
* Take all complaints seriously and investigate them promptly and fairly.

**Complaints and Grievances**

* Provide a transparent process for individuals to raise complaints or grievances about equality and discrimination.
* Ensure that complaints are handled confidentially and impartially.
* Take appropriate action to address any substantiated complaints.

**Communication**

* Communicate this policy to all staff, volunteers, and participants.
* Make this policy readily accessible to everyone involved in our workshops.
* Promote a culture of respect, inclusion, and equality through our communications and actions.

**Contacts**

* **Designated Equality Officer (DEO)**: Zoe Blundell
* **Equality and Human Rights Commission (EHRC)**: [www.equalityhumanrights.com](http://www.equalityhumanrights.com), 0808 800 0082