

HOSPITAL RADIO PERTH

EQUAL OPPORTUNITIES POLICY

ONE **DEFINITIONS**

In this document

The term "Organisation" will refer to Hospital Radio Perth.

The term "Committee" will refer to the managing committee of Hospital Radio Perth.

The term "Member" will refer to any full, associate or probationary member of Hospital Radio Perth.

TWO **INTRODUCTION**

Hospital Radio Perth is firmly committed to diversity and equal opportunities in all areas of its work.

Equal opportunities includes the prevention, elimination or regulation of discrimination between persons on the grounds of sex or marital status, on racial grounds, or on grounds of disability, age, sexual orientation, language or social origin, or of other personal attributes, including beliefs or opinions, such as religious beliefs or political opinions.

The Organisation believes that it has much to learn and profit from diverse cultures and perspectives, and that diversity will make The Organisation more effective in meeting the needs of all its participants.

The Organisation is committed to developing and maintaining an organisation in which differing ideas, abilities, backgrounds and needs are fostered and valued, and where those with diverse backgrounds and experiences are able to participate and contribute.

The Organisation will regularly evaluate and monitor its progress towards diversity.

THREE **LEGAL OBLIGATIONS**

The Organisation recognises that equality of opportunity is a basic human right, and understands that such rights are protected by law. Current legislation which deals with discrimination and equal opportunity includes, but is not limited to the following acts of Parliament:

1976 Race Relations Act & Race Relations (Amendment) Act 2000

1975 Sex Discrimination Act & Employment Rights Act 1996

1995 Disability Discrimination Act

1998 Human Rights Act

As well as the above criminal law, the Organisation is bound by any future legal provisions, both from United Kingdom and European legislation, relating to opportunity and selection policies.

FOUR **DUTIES OF THE ORGANISATION**

The Organisation recognises that all members, patients, hospital staff or participating individuals, have the right to pursue their relationship with the Organisation, free from intolerance, discrimination or social exclusion of any kind. Members must endeavour to respect the needs and rights of all persons coming into contact with the Organisation in the course of their duties.

Members must value one another's abilities, cultures, religions, genders and persuasions, even though they may be different from their own.

All Members have a right to fair and just treatment by the Organisation.

The sole valid criteria for Membership are merit and ability - all applications for membership of the Organisation will be considered on that basis.

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Members have a right to equal treatment in all aspects of their participation within the Organisation, especially their conditions and working arrangements.

FIVE **COMPLAINTS PROCEDURE**

The Organisation will adopt a common approach to handling expressed concerns or complaints of Members, patients, hospital staff or any individual who participates in activities of the Organisation.

Any issues relating to discrimination against Members, patients, hospital staff or any other persons connected to the Organisation's activities, should be raised with a Committee member as soon as possible.

The Committee member will be responsible for reporting the matter to the full Committee as soon as is practicable. The Committee will then privately investigate the complaint, gathering as much information as is possible, before deciding on a course of action. It may be that the allegations constitute a breach of the Organisation's Harrassment Policy, and recourse could be taken through the provisions of that policy.

If any allegations or concerns are found to be genuine, the Committee will institute proceedings under the terms of the Organisation's Disciplinary Procedure. Any formal investigation, subsequent action and potential appeals, will be covered by the Disciplinary Procedure.

Equal Opportunities Policy

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