



Relax Kids Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the members to the promotion of equality of opportunity in Relax Kids.

It is our policy to provide equality of membership to all, irrespective of:

- ★ gender, including gender reassignment
- ★ marital or civil partnership status
- ★ having or not having dependents
- ★ religious belief or political opinion
- ★ race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- ★ disability
- ★ sexual orientation
- ★ age

We are opposed to all forms of unlawful and unfair discrimination. All children and parents will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the company. Our equal opportunities policy will help all members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Relax Kids recognises that there is a statutory duty under the NI Act 1998, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the group alike.

Relax Kids is committed to the principles and practice of Equality. Relax Kids values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

Equality commitments

We are committed to:

- ★ Promoting equality of opportunity for all persons
- ★ Promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- ★ Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- ★ Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- ★ Complying with our own equal opportunities policy and associated policies taking lawful affirmative or positive action, where appropriate breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

www.relaxkids.com

MOVE

PLAY

STRETCH

FEEL

BREATHE

BELIEVE

RELAX