

The following text is the Performing Arts Club St Johns (PACS) Equality and Diversity Policy adapted from guidelines laid down for voluntary and community sector working groups.

PACS is fully committed to promoting equality of opportunities in the club, to reflect positive values of human differences and diversity.

There should be no discrimination on the grounds of gender, age, race, nationality, ethnic or national origin, disability, sexuality, or political beliefs.

PACS are encouraged to adopt their own Equal Opportunities Policy, as they may be asked to provide copy of such when applying for funding and as a requirements for the group to offer Performing Arts activities, workshops and training.

Performing Arts Club St Johns – Equality and Diversity Policy

As a group it is our intention to encourage and foster the following ideology:

- Nurture and encourage high ethical standards in the community and voluntary sector.
- Recognise the worthiness of all useful occupations as an opportunity to serve the community interest.
- Not to discriminate against any individual and treat everyone equally within the group.
- In the furtherance of this Object, The Performing Arts Club St Johns of Gainsborough, Lincolnshire has adopted the following Equality and Diversity Policy:
- Within the framework of existing legislation governing work within the community and voluntary sector, PACS is committed to eliminate discrimination in its own policies and practices and in those areas over which it has influence.
- The PACS Committee has agreed that all those persons with whom members come into contact with when carrying out their activities shall be regarded as customers of the group, for the purposes of this policy.
- The intention of this policy is to ensure that all PACS members, volunteers, customers and audiences, both potential and actual, are treated equally and as individuals regardless of colour, race, nationality, ethnic or national origin, religion, political belief, social or economic class, marital or parental status, gender, sexual orientation, age or disability, subject to the requirements of PACS activities.
- This policy covers the work of the group, its committee and its policies. Membership of the group and its committee, and all dealings with volunteers, members and customers.
- The PACS Committee will be responsible for implementing this policy in line with its governing documents.
- The policy will be monitored by the Committee who are committed to making this policy work.
- All members, partners and volunteers are treated with respect at all times, and are not denigrated because of their colour, race, nationality, ethnic or national origin, religion, political belief, social or economic class, marital or parental status, gender, sexual orientation, age or disability.
- Any abuse or disregard of PACS clubs rules, policies and procedures will be brought to the attention of, and investigated by, the Club Committee, without fear of reprisal.

Contact for further information:

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