



Equal Opportunities Policy Statement

The Blue and Gold Supporters' Trust is committed to reflecting the full diversity of the wider community in which we are represented. We will proactively engage in the promotion and maintenance of equality of opportunity for all.

The Blue and Gold Supporters' Trust is an Equal Opportunities Trust, and will not discriminate on the basis of:-

- Race
- Religion
- Disability
- Gender
- Marital status
- Sexual orientation
- Age
- or any other illegal or unfair basis

The Blue and Gold Supporters' Trust members and management are committed to removing any barriers to Equal Opportunities and will not tolerate discrimination, victimisation or harassment in any form.

The Blue and Gold Supporters' Trust aim is to ensure equal access to all our services by all it's members, staff, customers and visitors in a manner that is sensitive to any individual or groups, irrespective of their background. It is the responsibility of every director, member of the Trust and every employee to uphold and implement this policy.

The Blue and Gold Supporters' Trust will ensure that any other group or individual working on its behalf will also be committed to these values regarding Equal Opportunities.

Whilst every effort will be made to ensure that any visitors attending any activity for which the Blue and Gold Supporters' Trust is responsible also abide by the same values, it cannot be held responsible for any unintended or indirect discrimination which may arise from time to time. However, should any such incident arise, it will be dealt with positively and swiftly to redress and eradicate any such instances.

In order to ensure that this policy is maintained, the Blue and Gold Supporters' Trust will undertake Equality Impact Assessments on any of its statements or policies.

This statement and policy will be reviewed at least annually, or indeed when any relevant issue or change in legislation is identified.

Signed:

Neil Timms
Chairman of the Blue and Gold Supporters' Trust

11 Jan 2010

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