



EQUAL OPPORTUNITIES POLICY

Whoopsadaisy is committed to equal opportunities and will ensure that all volunteers, employees and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

In implementing this policy Whoopsadaisy will take account of existing legislation: the Race Relations Act 1976, the Sex Discrimination Act 1975, the Equal Pay Act 1970, and the Disability Discrimination Act 1995.

This equal opportunities policy will be implemented across all aspects of the organisation's work in:

- the appointment of members to its Management Committee;
- the appointment of staff and volunteers;
- all dealings with the children and parents/carers who use Whoopsadaisy's services.

Management Committee

Whoopsadaisy's Management Committee will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and regularly reviewed.

Staff/Volunteers

Whoopsadaisy will ensure that no staff member or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic or national origin, marital or parental status, political belief, religion, gender or sexual orientation.

Whoopsadaisy is committed to undertaking open recruitment and selection procedures and wherever possible all vacancies will be advertised and fair and equitable processes will be followed.

Volunteers working with the organisation will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate. Whoopsadaisy will also ensure that the changing and developing needs of volunteers are recognised and appropriate adjustments made to working conditions and/or training provided.

Our Services

Whoopsadaisy services are available to every child with cerebral palsy and other motor disorders (who is deemed appropriate to benefit from Conductive Education).

As a small charity with limited resources, we operate a waiting list system based on first come first served. However, we will ensure that no one is excluded by virtue of gender, race, age or additional disabilities.

Complaints and Disciplinary proceedings

If any individual considers that they are not being treated fairly, are subject to harassment, discrimination or prejudice by another individual involved with Whoopsadaisy, or by the organisation itself, they may use the complaints and disciplinary procedure.

Thorough investigation by staff and/or management committee (whichever is appropriate), will be followed by training, support or as a last resort and where appropriate, disciplinary action.