

# **The IMPS Motorcycle Display Team**

*[The IMPSTART Trust]*



## **Equal Opportunities Policy**

**Published: April 2002**

**Last Revised: 30<sup>th</sup> October 2012**

## Equal Opportunities Policy - 1

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### **Purpose:**

The 'Impstart Trust' takes great pride in the multicultural society in which we live and work and this policy statement reflects the commitment of Trustees, voluntary staff, and members to the spirit of equality and opportunity within our organization. We firmly believe that all Trustees, staff and members should have equal access to all opportunities on offer within the Impstart Trust.

**Intended Results** are that the programme should reflect the Trust's Equal Opportunities Policy in content as well as access. Every effort is made to ensure that the structures, processes, materials and activities used offer maximum opportunities, for participants and facilitators, in order to:

More easily separate individuals from any distinguishing characteristics they may have, so that they are recognised first and foremost as people

Ensure that everyone is encouraged to contribute, be heard and be listened to

Challenge insensitivity to the distinguishing characteristics of others, if and when that occurs.

Regard all as being of equal value

Deal with, in a positive way, any form of discrimination that involves belief

Promote self-esteem and respect for each person as an individual

Prepare all young people for life in a multi-cultural society

Achieve a well-disciplined yet caring environment that caters for the individual needs of our children

Display all material and information about the Trust in a way that reflects our cultural diversity



## Equal Opportunities Policy - 2

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Help children, through our training programme, to understand the causes and consequences of inequality of opportunity and begin to prepare them to deal with it if and when they meet it

Deal with any form of discriminatory behaviour through the Trust's disciplinary procedures

Ensure, to the best of our ability, that the building and site of the Trust's premises provide a safe space and equality of access

Recruit voluntary staff and members within the equal opportunities approach demanded by this policy.

(In order to meet the demands of this policy; Staff are always willing to discuss structures, processes, activities and materials - our aim is that the intrinsic philosophy and practice underpinning all work within the Impstart Trust clearly demonstrates respect and caring for individuals and a strong commitment to equal opportunities in every way.)

**"Each one of us is responsible to all others for everything."**

-- Dostoevsky --

Review of Policy:

This policy will be reviewed every two years and it's implementation and effectiveness assessed. The Policy will be promoted and implemented throughout the organization.

Dated: 30th October 2012