

Equality and Diversity Policy

Introduction

York Mystery Plays Supporters Trust (YMPST) welcomes the diversity of background and experience which its members and volunteers bring to the Trust's activities. The responsibility for ensuring equality and diversity among members and volunteers rests ultimately with the YMPST Committee. As far as is reasonably practicable, all members and volunteers are responsible for the implementation of the policy.

Statement of Intent

YMPST recognises that certain individuals and groups are discriminated against on grounds of disability, race, ethnic origin, culture, socio-economic background, gender, sexuality, religion, creed, marital status and age. YMPST is committed to working towards eliminating all forms of discrimination in pursuit of its activities.

The Policy

YMPST aims to receive the widest response to the recruitment of volunteers and members. Recruitment will be publicised widely on the internet and by newsletter. Newsletters will normally be sent by email but arrangements will be made for members not using electronic media to receive paper versions which can be supplied in large print if requested.

Members must have easy access to information about YMSPT's services which may involve making materials available where appropriate in a variety of media, e.g. in large print or electronically. All printed materials will be in a minimum of 10pt type. It is recognised that YMPST will not be able to meet all the demands which may be made on its services.

YMPST will endeavour to ensure that members and volunteers are not discriminated against through any arrangements YMSPT puts in place. Where circumstances and resources permit, YMPST will attempt to accommodate the needs of members and volunteers in relation to meetings and participation in events.

The Committee will try to ensure that any goods or services offered are accessible to all groups. It will not knowingly receive or purchase goods and services from agencies practising discrimination.

YMPST will ensure that Committee members are made aware of the requirements of this policy during induction to the Committee.

It is recognised that there may be from time to time complaints made against the service or its members. Details of how a complaint can be made will be made available on the YMPST website.

The policy will be reviewed annually together with YMPST's procedures and practices. Any recommended changes to the policy will be brought to the attention of members at the Annual General Meeting.