

REAP's Equal Opportunities Policy

REAP recognises that many people's opportunities are restricted due to disability, race, ethnicity, gender, age, marital status, sexual orientation, economic situation, employment status, geographic location and religion. REAP is committed to ensuring that no-one should experience lesser opportunity to participate in its events, take up employment, or be involved in the management of the organisation due to any of these factors.

For ethical and legal reasons REAP will not tolerate any unlawful discrimination or breaches of its Equal Opportunities Policy. Disciplinary action will be taken against offenders.

Management

REAP recruits Directors with the special skills needed to manage and support REAP's work. People with disabilities and or learning or mental health needs, have abilities through their direct experience, and REAP recognises the need to reflect these abilities and experience through the board of Directors. People will be chosen to become a Director solely on the basis of their skills and abilities.

Employment

The Disability Discrimination Act supports specific recruitment of disabled people and this is welcomed by REAP. The advertising and job information will make it clear that posts are suitable for people with disabilities. REAP recruits people on their ability to meet the job description.

REAP will work to ensure the accessibility of its workplace for all of its employees. All employees will be entitled to the same terms and conditions of employment and the same remuneration as other employees holding the same positions.

Recruitment will be undertaken by Directors, staff and representatives of funding bodies who subscribe to this Equal Opportunities policy. No interview shall take place with less than two interviewers.

Participation and access to services

REAP will seek to run its projects in spaces with good physical access. It will encourage venue managers to develop the accessibility of their spaces so that access for all people with disabilities is progressively improved.

REAP will record its users in such a way that it is able to monitor the take up of its projects. This monitoring will be considered in the light of its equal opportunities policy by the Directors, at least once each year.