

# Equal Opportunities & Diversity Policy

## Statement of Policy

It is the policy of Challenge Wales is to provide equality to all individuals involved with the charity irrespective of age, gender, disability, racial heritage, religious belief, sexual orientation, or any other protected characteristic as defined in The Equality Act 2010.

Challenge Wales is opposed to all forms of unlawful and unfair discrimination. All individuals, whether employed by or volunteers of the charity will be treated fairly, selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

Challenge Wales recognises that the provision of equal opportunities in the organisation is essential and an "Equal Opportunities Policy" helps all those involved in the pursuit of the charities aims to develop their full potential and talents.

Challenge Wales is committed to:

- Preventing any form of direct or indirect discrimination or victimisation;
- Promoting equal opportunities for everyone;
- Securing fair participation for all religions;
- Promoting equal opportunities for people with disabilities;
- Promoting equal opportunities for ethnic minorities;
- Promoting a good and harmonious environment where everyone is treated with respect and dignity and in which no form of intimidation or harassment will be tolerated.

## Implementation

The Chair of the Board of Challenge Wales shall have specific responsibility for the implementation of this Policy. Each employee, volunteer and member is expected to abide by it. The Policy will be communicated to all concerned

Signed on behalf of the Board of trustees



Helen Phillips, Chair of Board of Trustees

Date; 18/12/2022



Vicky Williams, Trustee

Date; 18/12/2022



Challenge Wales is a company limited by guarantee Reg. No. 05342397.

Reg Charity No 1111859

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