

Talking News Federation

Equality Policy Statement

Introduction

This policy sets out the statement of the Talking News Federation (TNF) to promote equality of opportunities in the provision of its services. TNF recognises and promotes the benefits of a diverse range of volunteers and staff and is committed to treating them with dignity and respect regardless of race, sex, gender, disability, age, sexual orientation, marriage / civil partnership, religion or belief. Our aim is that our volunteers are representative of all sections of society and that each one feels respected and able to give of their best. All volunteers irrespective of hours undertaken will be treated fairly and with respect. Selection for tasks and training will on the basis of aptitude and ability.

Member Talking Newspapers are encouraged to adopt a similar policy.

Key principles of this Policy

Accepting diversity is the key to promoting equality. The promotion of equal opportunities in the services we provide and in our practice is key. TNF will hold itself accountable for the effective implementation of the aspirations contained within this policy. There are many areas to be considered when implementing an equal opportunities policy including, but not exclusively:

- Age
- Culture
- Disabilities (both physical and mental)
- Ethnicity
- Gender
- Sexual orientation
- Race
- Religious belief

TNF recognises that individuals may experience discrimination as a result of one or more of the above factors and seeks to actively promote equality of opportunities when delivering of services, in its use of volunteers, in its selection of staff and when acting in partnership with other organisations.

Provision of services

TNF undertakes, where possible, to:

- provide relevant, appropriate and accessible services which meet the needs of a diverse population;
- ensure that its services and policies are monitored and reviewed in order to eliminate any discrimination;

- ensure that the interests and needs of all people are fully considered in all initiatives undertaken by TNF;
- ensure that committee members, volunteers and staff are fully aware of, and act in accordance with this policy.
- ensure that access to the services we provide is as easy as possible by the provision of as wide range of communications as is compatible with our ability to provide them.

Working with partners

TNF undertakes the following that, when working with other organisations, the existence of this policy will be made clear and no activity will be undertaken which would be in contravention of this policy.

Accountability

To ensure that this policy is effectively implemented TNF undertakes that, in all matters that it deals with, equality of opportunity will be actively considered during any decision making or review process.