

WAM is committed to providing equality of opportunity in all our activities and to ensuring that discrimination does not occur.

We will strive in all our activities to reflect the diversity of the local community and to ensure that our services are provided appropriately.

Legislative Framework

2. WAM will ensure that all our policies and procedures meet with both the letter and spirit of the following laws:

- Equal Pay Act 1970 (amended 1983)
- Sex Discrimination Acts 1975 and 1986
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Disability Discrimination Act 2005
- Human Rights Act 1998
- Employment Directive 2003
- Employment Equality (Age) Regulations 2006

It is against the law to treat a person less favourably than you would treat another on the Grounds of:

- Sex (gender)
- Race, colour, ethnic or national origin
- Marital status
- Disability
- Religion or belief
- Sexual orientation
- Age

We will be responsive to the needs of local people and recognise the importance of removing barriers to communication. Individuals will be consulted about their communication needs and preferences.

WAM will build closer links with those who may be subject to discrimination. We will use our influence within the local community to lead by example and work in partnership with other local agencies to promote equalities. We will seek to ensure that all Contractors directly supplying goods and services or working on behalf of WAM comply with the relevant statutes and encourage good practice.

Putting the policy into action

4. Putting the policy into practice is the responsibility of all members of the Executive and any officers acting on their behalf, especially overseers and site managers, who are expected to comply with both the spirit and wording of the policy.

Remedies

Tenants, contractors or visitors who feel they have been discriminated against should refer their complaint to WAM's Executive using the address on the site notice board.

A copy of this policy can be made available in alternative formats e.g. large print or pdf for 'read aloud' by contacting the secretary, Paul Eustice, 50 St. Thomas's Rd., Worthing, West Sussex, BN14 7JN , 01903 529084 secretary@wamplots.org.uk