



# **NORFOLK LOWLAND SEARCH AND RESCUE**

## **EQUAL OPPORTUNITIES AND DIVERSITY STATEMENT**

### **EQUAL OPPORTUNITIES**

All members will be treated fairly and on an equal basis.

Norfolk Lowland Search and Rescue offers open access and assessment of the performance of those entered and ensures equality of opportunity, regardless of a member's gender, age, racial origin, religious persuasion, sexual orientation, marital status or disability.

Every effort is made to avoid a format, language or approach which:-

1. Is offensive to members of particular groups
2. Is not capable of being readily understood by some members
3. Is not of the same meaning for all members
4. Stereotypes or implies biased attitudes
5. Assumes experiences which not all candidates have had
6. Employs techniques which are easier for some groups of members to use

Norfolk Lowland Search and Rescue will co-operate with all appropriate national and local organisations and agencies to develop means of identifying and preventing unequal opportunity in relationship to procedures.

Norfolk Lowland Search and Rescue fully supports the principles of Equal Opportunities and is committed to satisfying these principles in all its activities.

### **DIVERSITY**

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NORLSAR Equal Opportunities and Diversity Statement Version 1.02  
Adopted January 2008 Review date January 2009

1. NORLSAR will actively encourage diversity to maximise achievement, creativity and good practice and to bring benefit to individuals and communities.
2. NORLSAR encourages all people it works with and for to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing they will be treated with respect and that their contribution will be valued.
3. The way we work, train and learn within NORLSAR reflects both the Mission and Objectives of NORLSAR and in the spirit and intentions of legislation that outlaws discrimination and promotes equality and diversity.
4. NORLSAR will make reasonable adjustments to working practices, equipment and premises and offer, where appropriate, additional support to trustees, staff and volunteers to ensure they are able to take a full and active part in NORLSAR's work.
5. NORLSAR will endeavour to deliver services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access, not barriers to individuals.