



EQUAL OPPORTUNITIES POLICY

**Adopted by the Board of the
Development Media Workshop on**

18th DECEMBER 2007



(CHAIRMAN)

18-12-07

(Date)

The Development Media Workshop

Equal Opportunities Policy

Organisational Statement of Intent

“The Development Media Workshop will not take into account any factor relating to the perceived or religious affiliation, marital status, gender, disability, race, class, political opinion, national origin, criminal background or sexual orientation or any other factor that may lead to the unfair treatment of any individual or group in the design, delivery, management, monitoring and evaluation of its affairs internally and or externally.”

The Development Media Workshop was formally established in 2005 with the following Vision and Mission:

VISION

A global society where self-expression through culturally appropriate media is open to all people, the focus of which is dialogue of social development and environmental issues, for the benefit of all people and the environment.

MISSION

To highlight inequalities in self-expression opportunities that exist at all levels of our global society, and to create opportunities for marginalised and disadvantaged communities to gain a stronger voice in the discussion of social and environmental issues.”.

Implicit and explicit within this Vision and Mission and the wider organisational ethos is the fundamental importance of and a commitment to the equality of opportunity for all.

The Board recognises and acknowledges that discrimination exists within society and its institutions and is experienced directly and indirectly by many sections and individuals within our society. The Development Media Workshop believes that if it is to be effective in its work it must be firmly rooted in an understanding of equal opportunities and in the proactive implementation of appropriate policies, procedures and systems to support this. Any effective policy must be led by a shared vision. To this end the Development Media Workshop has set-out the following vision of an effective organisation which will guide the ongoing development of an equal opportunities approach within the organisation.

1. Employment of Staff and Consultants:

Appointment of staff and consultants will be based on the applicant's ability to meet the criteria set down in respective job descriptions. Employment offers will be made by collective agreement by the Board (and not single members there of). All offers of employment will be

subject to, and will require candidates to agree to, POCVA checks, in line with the Development Media Workshop's Child Protection Policy.

2. Working with Communities, Individuals and Organisations:

The Development Media Workshop, in pursuing the above Vision and Mission, will engage with individuals and groups from all communities and cultural backgrounds regardless of religious affiliation, marital status, gender, disability, race, class, political opinion, national origin, criminal background or sexual orientation.