



Race Relations and Equal Opportunities Policy Statement

Pavilion is committed to a policy of equality and to the elimination of discrimination in all aspects of its work. Pavilion is opposed to any display, within any part of the business, of racial or gender prejudice, either by word or conduct, by any person in his or her dealings with any other person.

Equal Opportunities and race relations concern everyone involved in Pavilion, staff, management and Directors. It is the responsibility of every member of staff to ensure that the policy is carried out in relation to members of staff and to anyone who may visit any one of Pavilion's locations.

All customers, members of staff and anyone else in contact with the business should be treated equally, fairly and impartially, with humanity, respect and courtesy and without discrimination on grounds of **colour, gender, race, nationality, ethnic or national origins, religion or disability**. Insulting, abusive or derogatory language or actions towards any person are unacceptable. Indeed any form of discrimination, whether verbal, written or by action, will be treated as a disciplinary offence. No particular racial or ethnic group, however defined, should be allowed to dominate any activity in any part of the business to the unfair exclusion of others.

The Pavilion Race Relations and Equal Opportunities Policy will be monitored and evaluated regularly and will be amended as necessary in line with any amendments to the terms of the Race Relations Act (1976), the Race Relations (Amendment) Act 2000 and/or the Human Rights Act (1998).

Pavilion declares the following as objectives of the Policy.

POLICY OBJECTIVE ONE

We aim to provide our staff with the understanding, skills and knowledge to allow them to deal with all reports of Racist or other Offensive Incidents in an informed, sensitive and effective manner.

POLICY OBJECTIVE TWO

We aim to accurately record all Racist or other Offensive Incidents, monitoring them carefully and investigating them with diligence. We will make any relevant findings available, where appropriate.

POLICY OBJECTIVE THREE

We will act to encourage members of minority ethnic communities and those registered as disabled to seek employment with Pavilion.