



## **Disabled Ramblers Equal Opportunity Statement**

1. We value people.
2. We value people as individuals and for the differences between us.
3. Discrimination against anyone for reasons of race, colour, disability, religion, age, gender or sexual orientation is not acceptable.
4. We will not make assumptions about the capabilities or characteristics of particular persons or groups.
5. We will avoid behaviour which is, or might be seen as, discriminatory.
6. We will actively encourage people from different backgrounds, characteristics and capabilities to participate in our organisation.

## **Equal Opportunity Policy**

*June 2015*

1. Our Charity exists to promote and improve disabled peoples' opportunities to enjoy the countryside.
2. We aim to elect committee members (trustees) who are disabled whenever possible.
3. Every programme of events includes a choice of rambles of differing difficulty. We aim to provide a loan scooter to those members who do not have one appropriate to the ramble.
4. The Charity campaigns for changes in the legislation so that those with authority and influence appreciate the importance of making the countryside accessible to all. This entails the removal of man-made barriers such as steps, stiles, inaccessible gates. The surface of paths should be appropriate to the location. We urge authorities to comply with Natural England's 'By All Reasonable Means'.
5. The Charity welcomes members from all sections of society.
6. The website aims to be suitable for those with a visual impairment.