

Equal Opportunities Statement

SOPA is committed to creating a welcoming and inclusive environment for everyone, regardless of age, disability, ethnicity, religion, sexual orientation, or any other protected characteristic. We believe in treating all volunteers, visitors, and users with respect and valuing their unique contributions.

Our Commitment:

- **Fairness:** We ensure equal opportunities for participation in all SOPA activities.
- **Respect:** We foster a positive and accepting environment that celebrates diversity.
- **Accessibility:** We strive to remove barriers and make our centre accessible to everyone.
- **Training:** We support ongoing training to promote awareness of equal opportunities.
- **Action:** We address any incidents of discrimination swiftly and fairly.

Legislation:

SOPA adheres to the Equality Act 2010 and other relevant legislation.

Signed: Mark McLoughlin, Chairman of SOPA

Date: 9th August 2024

To be reviewed annually at the SOPA AGM