**Embracing Equality & Diversity**

Braveheart offers volunteering roles to a diverse range of people and we encourage diversity in all of our services.

There is a copy of the Associations Equal Opportunities Policy in this Volunteer Handbook and you are expected to be fully aware of this policy and be involved in its implementation.

The policy aims to ensure, amongst other things, that no Volunteer experiences unfair or unlawful discrimination, and that all instances or complaints of discriminatory behaviour will be treated seriously.

If a Volunteer has a complaint regarding the application of the Equal Opportunities policy, they should in the first instance notify the Braveheart Manager.

The Association is also committed to developing good practice in embracing diversity, and Volunteers are encouraged to contribute to efforts to ensure that our organisation is open to involving volunteers that reflect the diversity of the local community.

If a Volunteer requires any support or training to enable them to implement the Equal Opportunities policy they should raise this with their Development Officer

**Conclusion**

The Braveheart Association recognises that volunteering with Braveheart can bring great rewards to a volunteer. Whilst the roles can be demanding, they provide great satisfaction. We are committed to ensuring that all volunteers feel they are valued and that they are managed affectively to ensure that their volunteering experience is a positive and happy one.

We **welcome** you to Braveheart and **thank you** for your commitment