



Wayland Men's Shed

SUBJECT	WMS EQUAL OPPORTUNITIES
AUTHOR	Malcolm Trayhorn

APPROVAL AUTHORITIES	NAME	SIGNATURE	DATE
WMS CHAIRMAN	Malcolm Trayhorn	<i>M. Trayhorn</i>	3/11/25
WMS VICE-CHAIRMAN	Gordon Williams	<i>G Williams</i>	3-11-25
WMS SECRETARY	Dave Cooper	<i>D Cooper</i>	3-11-25
WMS TRASURER	John Chamberlin	<i>J Chamberlin</i>	3/11/25
WORKSHOP SUPERVISOR	Rob Fielding	<i>R Fielding</i>	3/11/25
COMPUTER ROOM SUPERVISOR	Mike Briggs	<i>M Briggs</i>	03/11/25



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ISSUE AND CHANGE CONTROL MECHANISM

This Equal Opportunities policy shall be prepared, configured, controlled, and stored in a retrieval system in accordance with WMS procedures. This document **MUST** be reviewed at least once a year.

ISSUE AND CHANGE RECORD	ISSUE	COMMENTS	DATE	No. OF SHEETS
Version 1	1	Approved by the WMS Committee		1
Committee Review	2	Issued for yearly review	06/07/2024	3
Committee Review	3	Issued for yearly review. No changes.	02/04/2025	3
Update	3.1	Jeff Heath removed from Approval Authorities	19/04/2025	3
Update	3.2	Charity Number added, Committee updated	21/10/2025	3



Revision	3.2	Date:	21 st October 2025
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Wayland Men's Shed

1. Equal Opportunities Statement:

Wayland Men's Shed is an equal opportunities establishment and discrimination on the grounds of differences of education, community background, gender, race, colour, sexual orientation, disability, religion or age will not be accepted. New members are always welcome. However, there may be occasions when it is deemed that for specific reasons Wayland Men's Shed does not cater for the specific needs of an individual wishing to become a member.

This statement is supported by our equal opportunities policy.

2. Equal Opportunities Policy

Wayland Men's Shed recognises that discrimination can exist in society and strives to ensure that all individuals involved with or using the facilities of the Shed are treated with dignity and respect. Wayland Men's Shed is committed to providing a welcoming atmosphere to all individuals regardless of community background, gender, race, colour, sexual orientation, disability, religion or age. Wayland Men's Shed is committed to ensuring equality of opportunity to all members and any guests or carers.

The legitimate aims of Wayland Men's Shed are:

- To reduce social isolation in men.
- To promote men's good health and wellbeing for the benefit of the local community. In particular for persons over the age of 18 or who are retired, unemployed, recovering from ill health, social issues or who may simply wish to make use of the facilities offered in a safe and friendly environment.
- To provide a physical space for persons to take part in creative and/or recreational activities that benefit themselves and the community, and includes the opportunity to share skills or learn new ones, to practice interests or develop new ones, to socialise and to engage in the wider society by helping with community-based projects undertaken by the WMS.

To this end Wayland Men's Shed restricts its membership to men over the age of 18 and states in its constitution that this is a protected characteristic under equal opportunities legislation. Any social activity conducted by the Shed, however, is fully inclusive and does not exclude anyone regardless of gender or other characteristics.

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