



Equal Opportunities Policy

April 2020

The Laughter Specialists Charitable Trust aims to ensure that as an employer, service provider and through its work in partnership with hospices, special needs schools, hospitals, care homes and other centres and individuals – that the following applies: -

- 1) No individual or group experiences discrimination, harassment or victimisation on grounds of gender, sexual orientation, race, colour, religion, age or disability.
- 2) The Trustees, Laughter Specialists, officers and employees and those hired by the charity agree to follow this policy and treat all persons fairly. All those involved in the work of the charity are expected to demonstrate a commitment to equality.
- 3) We recognise the need to continuously develop and review employment and volunteering policies and procedures to ensure recruitment, training, development and promotion decisions are made based on competency, performance and ability.
- 4) In the area of service provision our aim is to provide equal access to The Laughter Specialists services for all who meet the criteria as set out in our objectives (See below).

“To help relieve sickness, preserve and protect the health of children and adults including those with special needs in the UK by providing specially trained entertainers (known as Laughter Specialists) using artistic and entertainment skills to bring laughter, fun and other therapeutic activities for hospitals, schools, residential homes and similar institutions”

“To help relieve elderly people in need in the UK by providing specially trained entertainers (known as Laughter Specialists) using artistic and entertainment skills to bring laughter, fun and other therapeutic activities for day centres, care homes, nursing homes and similar institutions”

“To advance the education of the public in the subject of Laughter Therapy”

- 5) Review - The Trustees will review the policy from time to time to ensure it is being put into practice and meets the needs of all who are involved in the work of the charity and benefit from its work.