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Pride In Linthwaite CIC

Equal Opportunities Policy

Every care has been taken to ensure the information given is accurate and based on current law and best practice.

Introduction

Pride In Linthwaite CIC, hereafter referred to as PIL, wholeheartedly supports the principle of equal opportunities in volunteering. We aim to encourage, value and manage diversity and we recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, but it is also in the best interest of this organisation to recruit and develop the best people for our roles from as wide and diverse a pool of talent as possible and be representative of the community it serves. That diversity adds value.

PIL's policy is to afford all volunteers and role holders equality of opportunity, regardless of their sex, gender status, sexual orientation, religion or religious belief, marital or civil partnership status, race, age, colour, nationality, national origins, ethnic origin, disability, responsibility for dependents, financial status, learning ability, political beliefs, unrelated criminal background or trade union or political membership. We are opposed to, and will seek to eliminate all forms of discrimination, and will comply fully with, and embrace the ethos of the Equal Opportunities legislation, enshrined in the Equalities Act 2010.

We recognise that promoting equal opportunities is an ongoing commitment and therefore this policy and all procedures associated with this policy will be subject to monitoring and review. This document does not form part of any contract and may be changed from time to time in line with current best practice and statutory requirements, and to ensure that group needs are met. The PIL committee will be consulted and advised of any changes as far in advance as possible of the change being made, unless the change is required by statute.

Scope of the policy

The policy applies to all volunteers and post holders, whether, temporary, sessional or a committed post holder. The scope is 2-fold.

- Firstly, it is to ensure equal participation of all members, in their preferred way, ensuring they are given appropriate acknowledgement for their actions, opinions, are listened to and considered in a fair way, and contribution of all committee members is for discussion. PIL will endeavour to encourage all member's strengths and opinions, giving a range of options for people to express themselves. PIL will also hold meetings in places within the local community that enables people of all backgrounds (i.e. ramped access, disabled facilities, on public transport routes) to attend. The venue would be changed if it causes particular problems for an individual (i.e. religious belief, alcohol dependency) where possible. All member's will be encouraged to participate by means of contributing their own skill set, within the time that they feel they can comfortably commit.
- Secondly, it is each volunteers' obligation to be sensitive about the impact that s/he has on others and behave in a way that supports this policy when dealing with everyone that s/he



meets as part of his/her role. This policy is not designed to discourage normal social relations among volunteers or with the public. This policy applies not only at the PIL premises but anywhere you are working as part of your role, and includes any social occasions organised by PIL.

Related Policies

All our policies and procedures are developed and should be interpreted in accordance with the principles of equal opportunities set out in this policy. Certain policies are, however, especially related to this policy in terms of putting it into practice. These are:

- Dignity, Bullying and Harassment Policy
- Health and Safety Policy
- Volunteering Policy
- Equalities Action Plan

Responsibility

Each volunteer is responsible for their own compliance with this policy. Everyone has personal responsibility for implementation of this policy although the Chair(s) is/are responsible overall for the policy's day-to-day implementation. Volunteers must not instruct, or aid someone to carry out an act of discrimination, harassment or victimisation or condone discrimination, harassment or victimisation by others. You must report any incidents to any Committee member. It is the responsibility of the Chair(s) and group Secretary to monitor effectiveness, and to review and develop the policy where necessary. Monitoring and review will take place annually. Consultation will take place with the Committee on the implementation and development of this policy. Any doubts about the policy should be addressed to the Chair(s) or group Secretary. It is particularly important for experienced members to be supportive of newer members of the group.

Action Plan

PIL is committed to developing a programme of action to promote diversity and equality, through the Equalities Action Plan and will seek to monitor and review achievements in this area and to make this information freely available.

Raising A Complaint

Volunteers who feel they have been discriminated against, or victimised, should raise the matter with any committee member as soon as practically possible after the event(s) and we would encourage this to happen. Initially they should aim to resolve the matter informally, and informal mediation can be offered for this. It may be that discriminatory action is unwitting and easily resolved once the problem is clear. If the complainant is dissatisfied with the outcome, or the complaint is very serious, or one of the Chair(s) is the cause of the complaint, the volunteer should raise the matter, in writing, as a formal grievance under the Grievance Procedure to the group Secretary, or a member of the committee. Breaches of the Equal Opportunities Policy will be regarded as misconduct and could lead to exclusion, appropriate action against them, termination of contracts for services, withdrawal of volunteer agreements or reporting to the appropriate agencies.