

Woodford Halse Good Neighbours Scheme

Equal Opportunities Policy

This policy was agreed by the Woodford Halse Good Neighbours Scheme Steering Group on

_____ (date)

Signed _____ (chair)

Date of Review _____

Woodford Halse Good Neighbours Scheme

Equal Opportunities Policy

Our Commitment

Woodford Halse Good Neighbours Scheme is committed to the idea of equal opportunities for all. Our policy is to make sure that no client, or person involved or associated with Woodford Halse Good Neighbours Scheme receives less favourable treatment on the grounds of:

- Religious belief or political opinion
- Race (including colour, nationality, ethnicity or national origins)
- Disability
- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Sexual orientation
- Age

(Reference should also be made to the Policy on the Recruitment of Ex-Offenders)

Woodford Halse Good Neighbours Scheme is opposed to all forms of unlawful and unfair discrimination. We believe in human rights for all those connected with this organisation and all members of society. No action shall be taken against them by any person connected with the Woodford Halse Good Neighbours Scheme which would devalue their contribution to society and to this organisation, or lead to a loss of their own self-respect, or respect for them from others.

Responsibility for ensuring that Woodford Halse Good Neighbours Scheme fulfils its obligations under this Policy rests with the Volunteer Co-ordinator of the organising committee.

Who does the policy apply to?

All individuals within the organisation, whether client or volunteer, are responsible for compliance with this policy and for the positive attitude it requires. All external persons connected with the Woodford Halse Good Neighbours Scheme are encouraged to hold the same responsibility and commitment.

What will we do?

The organising committee will ensure that all volunteers and clients are aware of our Equal Opportunities Commitment, and where applicable, will make them aware of their responsibilities under this policy.

All volunteer and client applications will be treated fairly and will not be discriminated against on any of the grounds named above.

How will we know if the policy is working?

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The effectiveness of this policy will be monitored by the Chair of the organisation on an annual basis, or sooner if necessary.

Dealing with complaints regarding equal opportunities

Any complaints should be made in writing to the Chair of the organising committee, unless the complaint is about the conduct of the Chair, in which case the complaint should be made in writing to the Secretary of the organising committee.

All complaints will be taken seriously, will receive prompt attention and will be properly investigated. We will seek to resolve them as quickly as possible.

If a volunteer or client persistently fails to comply with our Equal Opportunities policy, they may be asked to leave the organisation in line with our constitution.