



Equality And Diversity Statement

This policy applies to all volunteers, Management Committee Members and users.

Policy Statement

Friends of Rhyddings Park recognises that many people in our society experience discrimination or lack of opportunity for reasons which are not fair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependants, geographical area, social class, income level or criminal record.

Friends of Rhyddings Park is committed to a Policy of Equality Opportunity which respects the identity, rights and value of each individual. Friends of Rhyddings Park is positively committed to oppose all direct and indirect discrimination in the organisation.

Friends of Rhyddings Park will:

- Challenge discrimination and lack of opportunity in its own policy and practice, encouraging other organisations and individuals to do the same.
- Aim to create a culture that respects and values each other's differences and recognises that difference/diversity is a great asset to the organisation – to its work and the people it serves.
- Ensure all employees, volunteers and Committee Members be made aware of the objectives within this policy and encouraged to support its objectives.

Discrimination, bullying, harassment or exclusion are unacceptable and behaviour of this kind will not be tolerated. Any breach of this Equalities Policy will be promptly dealt with within Friends of Rhyddings Park Members Code of Conduct.

Membership

- Diversity amongst members will be valued and individual skills will be promoted and utilised.
- The same opportunities for involvement will be provided for every member with regards to training, election of officers, the formation of sub-groups and the delegation of tasks.
- The differing needs of individual members will be taken into account when booking venues and arranging the dates and times for meetings. Meetings will be arranged so that as many people as possible have the opportunity to attend and to gain access to a venue.

Involving and representing the community

- Members will actively seek to increase membership in order to represent an accurate cross-section of the community, including hard to reach groups and those who are under-represented.
- Members will attempt to increase involvement and representation by advertising meetings in a wide variety of locations including libraries, shops, schools, community centres, places of worship, health centres and colleges.



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- Publicity and advertising will be made available in a variety of different formats.
- Members will seek to assist minority and hard to reach groups by identifying their needs in the community and establishing links with other organisations eg. youth groups, pensioners groups etc.

Conduct during meetings

- The Committee will not tolerate racist, sexist, discriminatory or derogatory remarks during meetings, when conducting committee business or when representing Friends of Rhyddings Park.

Unacceptable behaviour

- Members have a duty and responsibility to report any incidents of harassment or discrimination to the Committee.
- Incidents of discrimination or harassment will be treated seriously by the Committee. Incidents will be thoroughly investigated and dealt with fairly.

Implementing and following the policy

- Members will strive to become an example of equal opportunities by adhering to all responsibilities as outlined in the Equality & Diversity Policy.
- The implementation and effectiveness of the Equality & Diversity Policy will be monitored and reviewed on an annual basis.
- All members are required to adhere to our Members Code of Conduct. Failure to do so could result in termination of membership as stated in our Constitution.

On behalf of Friends of Rhyddings Park

Name: Ann Warrington
Position: Chairman
Date: 1st February 2018