



Equal Opportunities & Diversity Policy

This policy applies to management committee members, volunteers and all staff. (updated Aug 2025)

Introduction

Dobcross Village Society Ltd is committed to equality of opportunity in the employment of staff and volunteers, in the services it offers to its customers and the selection of suppliers regardless of their race, gender, marital status, sexual preference, age, religious belief, ethnic origin, nationality, colour or physical or mental disability. This means that the organisation will endeavour to ensure that all staff, volunteers and customers have equality of opportunity and receive equal treatment in every aspect of running the store and its other activities.

The organisation is aware of the potential that diversity can bring and is committed to recognising the diverse nature of its staff, volunteers, and customer base and will endeavour to respect and harness the potential of all.

Every employee, volunteer and Committee member has a personal responsibility for the implementation and compliance with this policy.

The policy in practice

Dobcross Village Society Ltd will:-

1. Take appropriate measures to ensure that members of its Committee and its staff and volunteers have an understanding and awareness of the meaning and effects of discrimination.
2. Ensure that all local residents are aware of its services and products and that they have access to the shop and its services either directly or through a home ordering and delivery service.
3. Take care that publicity material and other information is available in formats requested by customers to enable them to have equal access to these so far as this is possible
4. Ensure that the recruitment and appointment of employed staff including job descriptions, advertisements, selection processes, training, conditions of employment, pay and expenses and other aspects of employment do not directly or indirectly discriminate against any potential or actual employees.



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5. Ensure that there is no discrimination against anyone offering their services as volunteers in any capacity.
6. Actively pursue its commitment to equality of opportunity in hiring contractors, suppliers and other bodies to undertake work for it.
7. Be aware of the diverse characteristics of its staff and volunteers and allocate tasks accordingly.
8. Be aware of the diverse nature of the shop's customer base and respond appropriately, however will take action where verbal/physical abuse of staff or volunteers is apparent.
9. Ensure that its procedures for dealing with complaints related to equal opportunities are effective and efficient and that all complaints are brought to the attention of, and dealt with, by the Management Committee.
10. Review this policy and its practices every three years to ensure that it complies with current legislation and good practice

Relevant legislation

Dobcross Village Society Ltd is aware of its responsibilities as an employer for equal opportunities under the following legislation:

- European Convention on Human Rights and the Human Rights Act 1998
- The Disability Discrimination Act 1995
- The Race Relations Act 1976 and Amendment Act 2000
- The Sex Discrimination Acts 1975 and 1986
- The Rehabilitation of Offenders Act 1974
- The Chronically Sick and Disabled Persons Act 1970 and Amendments of 1976
- The Equal Pay Act 1970
- The Disabled Persons (Employment) Acts 1944 and 1958



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