



## Brighter Better Orrell Equality and Diversity Policy

### Our commitment to equality and diversity

1. We recognise that we live in a society where discrimination still operates to the disadvantage of many groups in society.
2. We believe that everyone should have equal rights in recognition of their human dignity, and to have equal opportunities to be educated, to work, receive services and to participate in society.
3. We are committed to the promotion of equal opportunities within **Brighter Better Orrell** through the way we manage the organisation and provide services to the community. In order to express this commitment, we develop, promote and maintain policies that will be conducive to the principles of fairness and equality.
4. The objective of this policy is that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or any other grounds which cannot be shown to be justifiable within the context of this policy.
5. This policy will influence and affect every aspect of activities carried out by **Brighter Better Orrell**. In the provision of services, **Brighter Better Orrell** is committed to promoting equal opportunities for everyone. Throughout all our activities, we will treat all people equally whether they are a beneficiary or a volunteer.

### Application of this policy

Our committee have responsibility for ensuring full compliance with this policy by all of our volunteers.

To achieve this, we will:

- Communicate the policy to volunteers and relevant others.
- Incorporate specific and appropriate duties in respect of implementing the equality and diversity policy into role descriptions and objectives of all volunteers.
- Incorporate equal opportunity notices into general communications practices.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

### Conduct and general standards of behaviour

1. All volunteers are expected to conduct themselves in a respectful and considerate manner at all times.
2. Any behaviour or actions by volunteers causing offence based upon the protected characteristics as defined within the Equality Act 2010, or harassment, will not be tolerated and may lead to their removal.

### Complaints of Discrimination

We will treat seriously all complaints of unlawful discrimination and will take appropriate action in response to these.

### Review and Approval

This policy will be reviewed every 2 years, or sooner if relevant legislation or national guidance changes.