



## **Equality Policy Statement**

**Ford Forward Community Chaplaincy is committed to encouraging equality and diversity among our volunteers and contractors, and eliminating unlawful discrimination.**

**The aim is for our volunteers and contractors to be truly representative of all sections of our community and our clients, and to feel respected and able to give their best.**

**The organisation - in providing services - is also committed against unlawful discrimination of clients or the public.**

The policy's purpose is to:

- provide equality, fairness and respect for all in our endeavours
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in all matters relating to the terms and conditions on which volunteers and contractors are and selected, trained or given any developmental opportunities

The organisation commits to:

- encourage equality and diversity in all we do, following good practice and business sense
- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all,



and where individual differences and the contributions of all volunteers and contractors are recognised and valued

This commitment includes training those with supervisory responsibilities and all others about their rights and responsibilities under the equality policy. Responsibilities include those conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination

All volunteers and contractors should understand they, as well as the trustees, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their activities, against fellow volunteers and contractors, clients, suppliers and the public

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers and contractors, clients, suppliers, visitors, the public and any others in the course of the organisation's activities

Such acts will be dealt with as misconduct and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

- make opportunities for training, development and progress available to all, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation



- decisions concerning volunteers and contractors being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- monitor the make-up of the volunteers and contractors regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality policy is fully supported by the trustees.

<b>Signed on behalf of the Trustees:</b>	
<b>Name of Trustee:</b>	<b>M E Peachey</b>
<b>Date of approval by the Trustees:</b>	<b>August 2019</b>
<b>Date of First Review</b>	<b>August 2020</b>
<b>Date of Next Review</b>	<b>August 2020</b>