



Bembridge Friendship Circle

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Charity No: 268522

EQUAL OPPORTUNITIES POLICY

LEGAL POSITION

It is unlawful to discriminate against an individual on the following grounds:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Under the Equality Act 2010 these are known as “protected characteristics”.

Bembridge Friendship Circle is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee and volunteer feels respected and able to give of their best. To that end the purpose of this policy is to provide equality and fairness for all employees, volunteers and service users, whether full-time or part-time, and not to discriminate on grounds of gender (including sex, marriage, gender reassignment), race (including ethnic origin, colour, nationality and national origin), disability, sexual orientation, religion or belief, or age.

Bembridge Friendship Circle opposes all forms of unlawful and unfair discrimination.

Responsibility

The overall responsibility for ensuring effective implementation of Bembridge Friendship Circle Equal Opportunities policy is assigned to Bembridge Friendship Circle Trustees. This responsibility includes ensuring that all employees and volunteers are notified of the details of this policy and are aware of its implications through the provision of appropriate training. All line managers have responsibility for promoting equality of opportunity, and should ensure that their own procedures and practices comply with the provisions of Bembridge Friendship Circle Equal opportunities policy. The performance and example of managers is crucial to improving opportunities for all. Individual employees and volunteers at all levels have responsibility for ensuring that equality of opportunity is consistently provided in all of Bembridge Friendship Circle employment practices and activities.

Recruitment and selection

Bembridge Friendship Circle will strive to:

- Ensure that all employees and volunteers are recruited on the basis of ability and other objective relevant criteria.
- Work towards ensuring that through recruitment, its workforce better represents all sections of society.
- Ensure that it communicates job/volunteering opportunities to all sections of the community, ensuring that it does not discriminate against, or discourage applications from any section of the community.
- Ensure that all involved in the recruitment selection are trained on equalities issues.
- Use appropriate legislation as a framework for action to support the recruitment process in a positive way.

Training and organisational development

Bembridge Friendship Circle will:

- Seek to ensure that all employees and volunteers are developed by the provision of appropriate and accessible learning opportunities in line with organisational and individual needs.

Adopted 26th July 2018