



Equal Opportunities Policy

1. Introduction

The Friends of Thringstone recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy sets out our position on equal opportunity in all aspects, and provides guidance and encouragement for all members to act fairly and prevent discrimination on the grounds of sex, race, marital status, age, disability, sexual orientation, ethnic group or religion as defined by law.

2. Definition of Discrimination

- a) Discrimination can be direct or indirect. Both forms of discrimination must be avoided.
- b) Direct discrimination occurs when one person is treated less favourably than another on grounds relating to sex, race, marital status, age, disability, sexual orientation, ethnic group or religion.
- c) Indirect discrimination occurs where a requirement is imposed which can be complied with by a smaller proportion of persons of a particular sex, race, gender, marital status, disability, age, sexual orientation or religion, than persons in another group and which is not objectively justifiable in the given situation.

3. Membership

The membership of The Friends of Thringstone must create and maintain an atmosphere where people feel that their contribution towards the work of The Friends of Thringstone will be valued. The membership should, where possible, reflect the balance and range of people who live in the local area, in order that The Friends of Thringstone can reflect the needs of the community in its work.

The membership must actively support the Equal Opportunities Policy.

The Friends of Thringstone will undertake to maintain the membership's awareness of discrimination and how to oppose it, both personally and collectively.

Members should be encouraged to examine and help develop these services to the whole of the local community and will be encouraged to take an active part in the general work of The Friends of Thringstone.

Meetings will be held at venues within the area which have acceptable access facilities. As a matter of standard practice, meetings will be arranged so that they are accessible for people to attend.

The Friends of Thringstone is committed to encouraging a wider participation at all events it organises.

Provision for child care during meetings should, if needed, be requested at least one week prior to any meeting.



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4. Statement of policy

The Friends of Thringstone recognises that adhering to the Equal Opportunities Policy maximises the effective use of individuals in both our and the member's best interests.

At times when it is advantageous to use external venues for fetes etc., The Friends of Thringstone will only use those which give access to everyone.

5. Grievances, complaints and victimisation

Members will be treated with respect, and will not have their status undermined. Any degrading behaviour or harassment will be treated seriously.

- a) The Friends of Thringstone emphasises that discrimination is unacceptable conduct which may lead to a membership being terminated.
- b) Any complaints of discrimination will be pursued.
- c) In the case of a complaint about the work of The Friends of Thringstone or its membership, a complaints procedure will be followed.

6. Monitoring

The equal opportunities policy, together with all other policies, aims and objectives, plus any constitutional changes, will be reviewed annually at the AGM.

Monitoring will cover all members, prospective members, volunteers etc. by sex, race, marital status, age, disability, sexual orientation, ethnic group and religion, and present statistics to any meeting reviewing the equal opportunities policy.

Every effort will be made to keep this policy in line with current Government Legislation.