

The Falcon Meadow Community Trust

EQUAL OPPORTUNITIES POLICY

A) STATEMENT OF POLICY

1. The Falcon Meadow Community Trust (FMCT) recognises that we live in a society where discrimination still operates to the disadvantage of many groups in society.

2. FMCT believes that all persons should have equal rights to recognition of their human dignity, and to have equal opportunities to be educated, to work, receive services and to participate in society.

3. FMCT is committed to the promotion of equal opportunities through the way we manage the Trust 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 gender, race, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, HIV status, age, marital status, parental status, sexual orientation, political beliefs or trade union membership, class, responsibility for dependents, physical attributes, ex-offender status as defined by the Rehabilitation of Offenders Act 1974, lack of formal qualifications where such qualifications are not formally required, 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 FMCT i.e. working parties, promotional work, educational services, fundraising events and other functions linked to FMCT, as determined by the management committee.

6. In the provision of services and the recruitment of staff (including volunteers), FMCT is committed to promoting equal opportunities for everyone. Throughout its activities, FMCT will treat all people equally whether they are:

- Users of Falcon Meadow.
- Applying for a Trustee role or already appointed as a Trustee.
- Volunteer workers.

B) How the policy will be implemented and who is responsible?

The Chair has specific responsibility for the effective implementation of this policy. Each Trustee also has responsibilities and we expect all our members and volunteers to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy, we shall:

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

Conduct and general standards of behaviour

All Trustees, members and volunteers are expected to conduct themselves in a professional and considerate manner at all times. FMCT will not tolerate behaviour such as:

- making threats
- physical violence
- shouting
- swearing at others
- persistent rudeness
- isolating, ignoring or refusing to work with certain people
- telling offensive jokes or name calling
- displaying offensive material such as pornography or sexist / racist cartoons, or the distribution of such material via email / text message or any other format.
- any other forms of harassment or victimisation.

The items on the above list of behaviours are considered to be unacceptable within FMCT and can, if the individual is a Trustee, lead to removal from office. FMCT does, however, encourage Trustees, members and volunteers to resolve

misunderstandings and problems informally wherever possible, depending on the circumstances. However, whether dealt with informally or formally, it is important for those who may have caused offence to understand that it is no defence to say that they did not intend to do so, or to blame individuals for being over sensitive. It is the impact of the behaviour, rather than the intent, that counts, and that should shape the solution found both to the immediate problem and to preventing further similar problems in the future.

Complaints of discrimination

FMCT will treat seriously all complaints of unlawful discrimination on any forbidden grounds made by trustees, members, volunteers or other third parties and will take action where appropriate.

All complaints will be investigated by the Trustees and the complainant will be informed of the outcome in line with these procedures.

We will also monitor the number and outcomes of complaints of discrimination made by members, volunteers and other third parties.

C) Legal Obligations

Equal Opportunities and Discrimination (Equality Act 2010)

The new Equality Act came into force in October 2010 and replaces all previous equality legislation in England, Scotland and Wales – namely the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age) Regulations 2006, The Civil Partnership Act 2004, the Employment Equality Regulations 2003 (religions and belief and sexual orientation).

The Equality Act 2010 protected characteristics are:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief sex and sexual orientation.

In valuing diversity FMCT is committed to go beyond the legal minimum regarding equality.

The **Equality Act 2010** harmonises and strengthens and replaces most previous equality legislation. The following legislation is still relevant:

- The Human Rights Act 1998.
- The Work and Families Act 2006.
- Employment Equal Treatment Framework Directive 2000 (as amended).

FMCT will revise and review this policy regularly.

Signature:

A handwritten signature in black ink, appearing to read "Simon O'Keefe", written in a cursive style.

Date:

A handwritten date in black ink, appearing to read "May 2017", written in a cursive style.