



## Equal Opportunities

### Policy Statement

We are aware of The Equality Act 2010 which legally protects people from discrimination in the workplace and in wider society. We ensure that all older people, staff, trustees, volunteers, employees and the public are treated fairly and consistently without discrimination.

### Our commitments:

We strive to ensure that we are fully inclusive in meeting the needs of all individuals who come into contact with our charity. We believe that freedom from discrimination and equality of opportunity are fundamental rights and that each person should be valued regardless of age, race, gender, disability, sexual orientation, religion or belief, HIV status and social class, whatever their role within the charity.

We recognise that discrimination and victimisation is unacceptable. It is our aim that no employee, job applicant or trustee receives less favourable facilities or treatment in recruitment.

We ensure that all our activities and services are organised to ensure that diversity is valued, and equality of opportunity is promoted and that no one is disadvantaged.

Harassment of any kind will be considered a disciplinary offence. Harassment may involve derogatory and discriminatory remarks, ridicule, unwanted physical contact, demands for favours or physical assault. Staff, trustees or volunteers or anyone connected with the charity could be liable for dismissal for gross misconduct and any trustee or volunteer found to have breached this policy will be asked to resign. Harassment of any kind is a breach of this policy and could be construed as gross misconduct.

This policy was written/reviewed by	Charity Manager Vicky Cheeseman
Adopted by	Trustees of Rotherfield St Martin
Date	13 July 2018
Last Reviewed	6 <sup>th</sup> April 2022 SJ
Next Review	5 <sup>th</sup> April 2023

