

# RIVER LARK CATCHMENT PARTNERSHIP

## EQUALITY POLICY



River Lark Catchment Partnership is committed to encouraging equality and diversity in our organisation, and eliminating unlawful discrimination.

The aim is for our volunteers to be truly representative of all sections of the community and our beneficiaries, and for each participant to feel respected and able to give their best.

The organisation - in providing services, projects and facilities - is also committed against unlawful discrimination of beneficiaries or the public

The policy's purpose is to:

- provide equality, fairness and respect for all our volunteers
- 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 the terms and conditions of volunteering, dealing with grievances and discipline, dismissal, training or other developmental opportunities

The organisation commits to:

- encourage equality and diversity in the workplace as they are good practice and make business sense
- create a working 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 are recognised and valued

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

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

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

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.