



Friends of Wakering Common

Registered Charity number 1174836

Policy Statement on Equal Opportunities.

FoWC is committed to the idea of equal opportunities for all. Our policy is to make sure that no person involved with FoWC receives less favourable treatment on the grounds of:

- Age
- Disability
- Ethnicity (including colour, nationality, ethnic or national origins)
- Gender
- Having or not having Dependants
- Marital or Civil Partnership Status
- Religious belief or political opinion
- Sexual orientation

FoWC is opposed to all forms of unlawful and unfair discrimination. We believe in human rights for all those connected with this organisation and all members of society. No action shall be taken against them by any person connected with FoWC which would devalue their contribution to society and to this organisation, or lead to loss of their own self-respect, or respect for them from others. FoWC is an equal opportunities employer and discrimination on the grounds of any of the above is strictly forbidden. Responsibility for making sure that FoWC fulfils its obligations under this policy rests with the Chairman.

This policy applies to all individuals within this organisation, including all trustees and members, and they are responsible for compliance with this policy, and for the positive attitude it requires. All external persons connected with FoWC, whether members, volunteers, contractors or otherwise, are encouraged to hold the same responsibility and commitment.

We will strive to ensure that all our staff and subcontractors are aware of our Equal Opportunities Policy, and where applicable will make them aware of their responsibilities. All applicants, volunteers and others who work for us will be treated fairly and will not be discriminated against on any of the grounds listed above. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

Complaints

It is important that employees or others involved with the organisation should feel able to raise concerns without fear and confident that their complaint will be taken seriously. It is recognised that many individuals may be unwilling to make a complaint regarding equal opportunities, for a variety of reasons including:

- Fear that others will consider that behaviour trivial
- Fear of retaliation and/or public humiliation

- Fear that the complaint will not be taken seriously.

Such concerns may make an individual choose to leave the organisation, or change their job. FoWC regards this as unacceptable.

All complaints which cannot be resolved swiftly between the parties concerned, will receive prompt attention and will be properly investigated by someone in authority who is not directly involved; where necessary consideration will be given to involving an independent third. We will seek to resolve any complaint as quickly as reasonably possible. Anyone with a complaint or grievance should follow our documented complaints procedure and feel free to raise the matter with the Chairman or another trustee.

Monitoring

This policy will be reviewed one year after development, and every three years after that, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by any relevant statutory body
- as a result of any other significant change or event