

DINAS POWYS VOLUNTARY CONCERN
Equal Opportunities Policy

‘Dinas Powys Voluntary Concern (DPVC) is committed to taking positive steps to promote and sustain equal opportunities in all areas of its work and in the services it provides. No one will be treated less favourably on the grounds of their race, colour, nationality, ethnic origin, physical or other impairment, political or religious beliefs, gender, marital status, sexual orientation, language, age or any other conditions or requirements which cannot be shown to be justified’.

In adopting the above statement and this policy, DPVC fully accepts the statutory requirements laid down in the **Equality Act 2010**. The Act precludes anyone from discriminating against or treating anyone differently on the grounds of colour, ethnic origin, nationality, age, political or religious beliefs or disability. This policy forms part of DPVC’s ‘Recruitment and Appointment Procedures’.

Management Committee Responsibility

The MC has a duty to promote and sustain equality of opportunity by

- ensuring that all members and service users are aware of this policy;
- precluding direct or indirect discrimination or harassment of any form;
- taking prompt action to stop discrimination or harassment of any kind;
- ensuring that there is an easily accessed procedure for reporting incidents of
- discrimination or harassment; and by
- establishing and maintaining an environment free from harassment.

Individual Responsibility

Every individual connected with DPVC and its services has a responsibility to

- be aware of his or her behaviour towards others;
- treat everyone equally and with dignity and respect;
- ensure that they do not act in any way which can be regarded as discriminatory,
- offensive or harassment;
- avoid using language or humour which people might find offensive such as sexist,
- racist or homophobic jokes;
- refrain from using terminology which may be seen as offensive by someone with
- impairment; and to
- challenge discrimination whenever it occurs and it is appropriate to do so.

Implementation

The Coordinators and anyone else employed from time to time to work with DPVC, together with all members, trustees and volunteers will receive a copy of this policy as part of their induction and will be made aware of its contents and requirements.

Policy Review

The Management Committee through its 'HR and Policies Working Group' has a responsibility to review this policy every two years.

Action

Where it is apparent that not everyone is being offered equality of opportunity or there is evidence of discrimination the Management Committee has a responsibility to act immediately to address the matter and amend this policy if necessary.

Definitions

- ***Direct discrimination***

Occurs when an individual is, for example, treated differently because of race, colour, sexuality or impairment and where such treatment is less favourable than he or she would otherwise have received.

- ***Indirect discrimination***

Occurs where an unnecessary requirement or condition is imposed which, although applied to everyone, is more difficult for some people to meet than others.

- ***Harassment***

Is defined as unwanted, abusive or insulting behaviour toward another individual which causes that individual to feel threatened, humiliated or harassed. Harassment may occur on a number of grounds including race, colour, age, sexuality or physical impairment.

This Policy was adopted by the Management Committee on: **14th January 2020**