



Equal Opportunities, Harassment & Violence Policy

Florence Park Community Association

Charity No: 1159 506

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Review: June 2023

Document Purpose

This document describes the Florence Park Community Association equal opportunities, harassment and violence policy.

Principles

1. The Florence Park Community Association (FPCA) supports the principles of equal opportunities in all aspects of its activities, and for everyone involved in the scheme, including users, volunteers and Committee Members.
2. FPCA users, volunteers and Committee Members believe that equality for all is a basic human right and actively oppose all forms of unlawful and unfair discrimination, and harassment of a racial or sexual nature, or based on any other personal characteristic.
3. FPCA users, volunteers and Committee Members celebrate the diversity of society and seek to reflect that diversity within the FPCA.

Statement of Intent

1. The FPCA will treat all people with dignity and respect, recognising the value of each individual.
2. All volunteers and Committee Members are committed to eliminating discrimination and harassment in the Association's services; employment practices; volunteer recruitment and supervision; treatment of users, volunteers and Committee Members; and all aspects of its work.
3. All users, volunteers and Committee Members oppose:
 - a. Discrimination on the grounds of age, disability, race, religion or belief, gender, sexual orientation, HIV status, responsibility for dependents, or Trade Union membership.
 - b. Harassment on the grounds of race or sex.
4. Included in this policy is zero tolerance of violence towards employees, users, volunteers and FPCA Committee Members.

Implementation

1. Every user, employee, volunteer and Committee Member has a responsibility to ensure that the policy is put into practice.
2. The FPCA Committee Chairperson has overall responsibility for ensuring adherence to the policy.
3. The FPCA Committee is responsible for:
 - a. The day to day implementation of the policy.
 - b. Ensuring that employment and volunteer policies are consistent with this policy.
 - c. Ensuring that this policy is communicated to all employees, volunteers and Committee Members.
 - d. Monitoring and reviewing policy in the light of changes to relevant legislation.
 - e. Ensuring that complaints are dealt with effectively and dealing with breaches of the policy.
 - f. On-going monitoring of the policy effectiveness, and an annual policy review.
4. Volunteers, employees and Committee Members are responsible for:
 - a. Complying with the policy and ensuring its consistent application.
 - b. Attending and participating in relevant training when appropriate.
5. Users of the scheme are responsible for:
 - a. Complying with the policy and ensuring that volunteers, employees and Committee Members are treated with respect and without discrimination, prejudice or harassment.

Complaints

Complaints relating to breaches of this policy – for example allegations of unfair discrimination or harassment – will be dealt with under the FPCA Complaints Procedure.

Relevant legislation

- Employment Equality (Age) Regulations 2006
- Sex Discrimination Act 1975, 1986
- Race Relations Act 1976
- Race Relations Amendment Act 2000 and 2003 amendment regulations.
- Disability Discrimination Act 1995, 2005
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Human Rights Act 1988
- Rehabilitation of Offenders Act 1974
- Sex Discrimination (Gender Reassignment Regulations & Gender Recognition Act 2004).

Signed: The Florence Park Community Association secretary: