

Equal Opportunities, Harassment & Violence Policy

Florence Park Community Association

Charity No: 1159 506

Version 2.0 Issued December 2020

Date of next review: June 2021

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 acknowledge 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 or harassment on the grounds of a person's protected characteristics as defined in the Equality Act 2010. These are: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.
 - b. Discrimination or harassment on other personal characteristics not specifically defined in law. For example, a person's HIV status, Trade Union membership, responsibility for dependents or housing status.

Although not bound by the Act's public sector equality duties, we intend to work towards them. They are to: eliminate unlawful discrimination, harassment and victimisation, to advance equality of opportunity between different groups and to foster good relations between different groups.

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

Complaints by employees will be investigated and dealt with under the grievance procedure

Complaints about employees will be investigated and dealt with under the disciplinary procedure

Relevant legislation

The Equality Act 2010 merged these laws into one Act:

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976
- the Disability Discrimination Act 1995
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Age) Regulations 2006
- the Equality Act 2006, Part 2
- the Equality Act (Sexual Orientation) Regulations 2007

Signed: The Florence Park Community Association secretary: