Florence Park Community Association
EQUAL OPPORTUNITIES, HARASSMENT & VIOLENCE POLICY

Date Ratified:	August 2025
Next Review Date:	June 2027
Organisation Name:	Florence Park Community Association, Charity No. 1159506

1 Policy Statement

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

2 Principles

The Florence Park Community Association (FPCA) supports the principles of equal opportunities in all aspects of its activities, and for everyone involved with the Association, including centre and service users, volunteers and trustees.

FPCA users, employees, volunteers and trustees 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.

FPCA users, employees, volunteers and trustees celebrate the diversity of society and seek to reflect that diversity within the FPCA.

3 Statement of Intent

The FPCA will treat all people with dignity and respect, recognising the value of each individual. All employees, volunteers and trustees 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.

All employees, users, volunteers and trustees oppose:

- Discrimination, violence, abuse 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.

- Discrimination, violence, abuse or harassment on the grounds of other personal characteristics not specifically defined in law. For example, a person's HIV status, gender identity, 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.

Included in this policy is zero tolerance of violence towards employees, users, volunteers and FPCA trustees.

4 Implementation

Every user, employee, volunteer and trustee has a responsibility to ensure that the policy is put into practice.

FPCA trustees have collective responsibility for ensuring adherence to the policy.

The FPCA trustees are responsible for:

- The day to day implementation of the policy.
- Ensuring that employment and volunteer policies are consistent with this policy.
- Ensuring that this policy is communicated to all employees, volunteers and trustees.
- Monitoring and reviewing policy in the light of changes to relevant legislation.
- Ensuring that complaints are dealt with effectively and dealing with breaches of the policy.
- On-going monitoring of the policy effectiveness, and a bi-annual policy review.

Volunteers, employees and trustees are responsible for:

- Complying with the policy and ensuring its consistent application.
- Attending and participating in relevant training when appropriate.

Users of the FPCA centre and services are responsible for:

- Complying with the policy and ensuring that volunteers, employees and trustees are treated with respect and without discrimination, prejudice or harassment.

5 Complaints

Complaints by centre and 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

6 Relevant legislation

The Equality Act 2010 merged these laws into one Act:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003

- Employment Equality (Age) Regulations 2006
- Equality Act 2006, Part 2
- Equality Act (Sexual Orientation) Regulations 2007