

Wraysbury and Horton Voluntary Care

EQUAL OPPORTUNITIES POLICY

LEGAL POSITION

It is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender Reassignment
- Marriage And Civil Partnership
- Pregnancy And Maternity
- Race
- Religion Or Belief
- Sex
- Sexual Orientation

Under the Equality Act 2010, these are known as “protected characteristics”

PURPOSE

The purpose of this policy is to provide equal opportunities to all volunteers, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

SCOPE

All volunteers will be treated fairly and equally. Selection for appointment, training, or any other benefit will be on the basis of aptitude and ability. All volunteers will be helped and encouraged to develop their full potential and the talents to maximise the efficiency and effectiveness of Wraysbury and Horton Voluntary Care (WHVC).

OUR COMMITMENT

Every volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing society as a whole. Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to dismissal from the voluntary organisation. Volunteers are entitled to complain about discrimination or harassment or victimisation to the trustees of WHVC. The policy will be monitored and reviewed annually.