

Equal Opportunities Policy

Principles

The Equal Opportunities Policy is based on Reading Family Aid Groups desire to give equal treatment for all.

Aims & Objectives

1. That the services of Reading Family Aid Group are open to all those living within the area of benefit, without discrimination of any kind.
2. That access to activities associated with Reading Family Aid Group are open to all those living within the area of benefit, without discrimination of any kind.

Disabled Access

- All activities arranged by Reading Family Aid will use facilities that within reason will be designed to provide facilities for disabled access.

Statement of Equal Opportunity

Reading Family Aid group recognises that certain people or groups of people are discriminated against, that it is opposed to this and has procedures in place to ensure it doesn't happen.

All members of the Reading Family Aid Group will have the Equal Opportunities Policy explained to them, and as group members, will undertake to comply with and implement this policy.

Reading Family Aid Group are opposed to any form of discrimination on the grounds of any of the protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race
- Religion or belief
- Sex
- Sexual orientation

We aim to provide fair and just treatment in all our activities and services to our community.

Reading Family Aid aims to encourage co-operation from all individuals or associated groups in the implementation of this policy.

Reading Family Aid will encourage and support people from under-represented groups in the community

Harassment

All forms of harassment, either against or by, a volunteer will be dealt with promptly and sensitively.

You can report it directly to the Police on 101 or 0845 045 45 45. Alternatively, there is a hate crime reporting number: 023 8083 4114.

Reporting

If a case of what appears to be discrimination is reported to or is observed by Reading Family Aid it will be the duty of the committee to take appropriate action.

Volunteer workers

The same policy and process will be followed for committee members/volunteer workers in the case of physical aggression/ harassment.

Physical aggression will not be tolerated. After due process of investigation anybody found to have been physically aggressive will lose their position with-in the organisation.

Group activities

All persons or groups in association with Reading Family Aid activities will be made aware of the equal opportunities policy and procedures.

If the guidelines are not adhered to the person/ persons breaking the guidelines will be asked to desist association with the activity.

If those person/s do not desist when asked, judgement will be used as to whether the police will be involved

This document will be regularly updated and amended in line with legal requirements.