

# 1. Equal Opportunities Policy

## Principles

The Equal Opportunities Policy is based on Reading Family Aid Group's 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
- Pregnancy or maternity

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.

### **Types of discrimination**

Discrimination can come in one of the following forms:

- direct discrimination - treating someone with a protected characteristic less favourably than others.
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.
- harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.
- victimisation - treating someone unfairly because they've complained about discrimination or harassment.

### **Discrimination will not be tolerated within Reading Family Aid.**

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

### **Reporting**

Incidents of apparent discrimination should be reported to the Secretary who will investigate and present their findings to the Board of Trustees. It is the duty of trustees to take appropriate action. This could include someone losing the right to volunteer with Reading Family Aid or reporting the incident to an appropriate body.

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

The same policy and process will be followed for trustees, committee members/volunteers.

Physical aggression and any form of discrimination will not be tolerated. After due process of investigation anybody found to have been physically aggressive will lose their position within 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 after investigation 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.