

The Friends of Bennerley Viaduct  
Charity no. 1187044

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## Equal Opportunities Policy.

The Friends of Bennerley Viaduct Charitable Incorporated Organisation:

**recognises** that certain groups and individuals in society are denied equality on the grounds of race (including colour, nationality, and ethnic or national origin), gender, marriage and civil partnership, pregnancy and maternity, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion or belief and other factors irrelevant to the purpose in view;

**welcomes** the legislation brought together under the Equality Act 2010;

**is committed** to acting to ensure that:

- its procedures and practice are in accordance with the provisions of the Act
- people are treated with dignity and respect
- diversity is valued and promoted
- equality of opportunity is promoted
- its services and resources are accessible, appropriate and available fairly to all
- its mix of members, volunteers, trustees, elected officers and employees reflects as far as possible the communities it serves
- it removes barriers to participation at all levels of the organisation and in the determination of policy
- complaints about bullying, harassment, victimisation and unlawful discrimination are taken seriously.

All forms of discrimination included in the Equality Act 2010 are covered by this policy. The policy applies to all trustees, members, officers, volunteers, job applicants, prospective and current employees, the general public and parties providing services to the organisation. Complaints about discrimination, unfair

treatment, bullying, harassment and victimisation will be dealt with under the organisation's grievance procedure and if upheld will be treated as misconduct under the disciplinary procedure. Harassment by third parties of members, employees, volunteers and persons contracted to the Friends of Bennerley Viaduct will be investigated by the organisation and steps will be taken to ensure that such harassment is not repeated.

Members of the organisation and anyone contracted to provide services to it will be made aware of the policy and any revisions to it, and to their rights and responsibilities under the policy. The policy and associated procedures will be publicly available on the organisation's website and hard copies can be obtained on request. The policy is embedded in all of the Friends of Bennerley Viaduct's policies, procedures, activities and relations with outside bodies and individuals, and is kept under review as a standing item on committee agendas. The breakdown by protected characteristic of employees, service providers, trustees, officers, committees and volunteers and people engaging with the FoBV will be monitored annually through the collection and analysis of information. The effectiveness of the policy in practice will be reviewed annually. The Chair of Trustees has overall responsibility for the policy.

### **Use of terms**

**Harassment** is unwanted conduct that affects the dignity of an individual. It could be an isolated incident or persistent and may be related to age, sex, religion, disability, nationality, race, sexual orientation or any personal trait of the person involved. The key factor is that the comments or actions are looked upon as humiliating and unacceptable by the recipient.

**Bullying** could take the form of offensive, abusive, malicious or intimidating behaviour or misuse of power with the intention of undermining, humiliating or belittling the person it is being directed towards.

Bullying and harassment may be obvious or insidious. They can happen face-to-face or by phone, post, email or on social media.

Equal Opportunities Policy adopted by FoBV Committee 30<sup>th</sup> March, 2020

Signed (Chair of Committee) \_\_\_\_\_ Date\_\_\_\_\_

Equal Opportunities Policy adopted at FoBV Trustees Meeting 27<sup>th</sup> April 2020

Signed (Chair of Trustees)\_\_\_\_\_ Date\_\_\_\_\_