

Arthur Nicholson Recreation Ground – ‘The Trust’ Equal Opportunities Policy

Introduction

The Arthur Nicholson Recreation Ground Charitable Trust recognises it is essential to provide equal opportunities to all persons without discrimination under the terms of the Equality Act 2010. Equality is recognising that we are all different and that discrimination is unlawful on any of the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including nationality, colour and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

The Trust needs to ensure that whilst complying with the objects of the governing document it does not discriminate against any of the above groups when providing employment, volunteering opportunity, services or facilities.

STATEMENT OF POLICY

The Trust recognises that we live in a society where discrimination still operates to the disadvantage of many groups in society. The Trust believes all person should have equal rights in recognition of their human dignity and have equal opportunities to be educated, work, receive services and participate in society.

The Trust is committed in its promotion of equal opportunities within its policies and practices, through the way the Trust is managed and services provided.

The Trust will seek to ensure no person (trustee, member, volunteer or contractor) suffers or experiences less favourable treatment, discrimination or lack of opportunities from the Trust, in accordance with the current legislation.

This policy will influence and affect every aspect of the Trust’s activities carried out in the delivery of its services.

Responsibilities and implementation

The Trust have specific responsibility for the effective implementation of this policy. In order to implement this policy, the Trust will:

- communicate the policy and provide guidance to all individuals connected to the Trust.

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- ensure non discriminatory practices are used in assessing candidates for volunteering, membership or contracting.
- incorporate equal opportunity practices into general communication practices.
- annually review this policy and practice.

Conduct and standards of behaviour

All those involved within the Trust are expected to conduct themselves in an appropriate manner at all times. The Trust will not tolerate behaviour such as:

- making threats – verbal or physical
- physical violence
- shouting
- sweating at others
- persistent rudeness
- isolating, ignoring or refusing to work with certain people
- telling offensive jokes or name calling
- displaying offensive, sexist or racist material, or the distribution of such material in any format
- any other forms of harassment or victimisation.

The Trust will treat seriously all complaints of unlawful discrimination and any individual subject to such behaviour may make a complaint via the Trust’s Complaints Policy.

Recruitment and selection

All new trustees, volunteers, members and contractors will be treated equitably and not discriminated against, directly or indirectly. There will be no discrimination on any basis in the allocation of duties and consideration will be given solely on merit with equal opportunities for all.

Monitoring

The Trust will record and monitor the number and outcomes of complaints of discrimination made.