

EQUAL OPPORTUNITIES

Policy

FEMS is committed to taking positive steps to ensure that all people are treated with dignity and respect, valuing the diversity of all and valuing the diversity of all. FEMS' goal is to be an organization free from discrimination, harassment and prejudice. FEMS aims to embed this in all its policies, procedures, day-to-day practices and external relationships. This policy applies to all Trustees, staff, volunteers, management committee members, users and the general public.

Commitment

Equality and diversity are central to the work of FEMS. It will promote equality of opportunity and diversity and will not tolerate any form of discrimination on grounds of race, gender, gender identity, marital status, caring responsibilities, disability, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view. It will seek to avoid all forms of inequality, discrimination and disadvantage. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

Aims

FEMS aims to:

- ✓ Provide services that are accessible to all
- ✓ Promote equality of opportunity and diversity in volunteering, employment and development;
- ✓ Create effective partnerships with all parts of our community, making full use of different perspectives and skills in our work

Objectives

FEMS' objective is to realise its standards by:

- ✓ Regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our activities;
- ✓ Working together with the community and staff to provide accessible and relevant service provision that responds to needs;
- ✓ Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- ✓ Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery;

BUILDING COMMUNITIES

- ✓ Recognising and valuing the differences and individual contribution that all people make to FEMS;
- ✓ Challenging discrimination;
- ✓ Providing fair resource allocation;
- ✓ Being accountable.

Procedures

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in FEMS or using the services and sets out the way they can expect to be treated in turn by FEMS. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and the management committee.

Method of Implementation

FEMS intends to implement this policy by:

- Ensuring that Trustees, staff, committees, and volunteers are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- Actively encouraging Trustees, staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- Monitoring the services FEMS provides to ensure they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

FEMS has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. This policy will be regularly reviewed.

Date of endorsement _22 November 2018_____

Date last reviewed _N/A_____

Signature  _____ **Position** _FEMS President_____