



The Friends of Chain Bridge Forge

Equal Opportunities Policy

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1. Policy Statement

The Directors of Chain Bridge Forge, recognizes that everyone has a contribution to make to our society and a right to equal treatment. We aim to ensure that no committee member, Friend, volunteer, organization, or individual to whom we provide services, will be discriminated against by us on any unfair grounds whatsoever.

We aim to foster awareness of prejudices in all who work for and with the committee, and we aim to encourage the removal of such prejudices.

We also aim to ensure that Friends of Chain Bridge Forge, Volunteers and supporters do not suffer discrimination, and where this occurs, the Directors commits it to taking positive action against such discrimination.

This procedure is in accordance with Equality Act 2010 for the employees policy.

Note:

In terms of the law, there needs to be equal opps policy separate for employees and volunteers as the law affects them in different ways. A volunteer has a different process to make a discrimination claim.

We recognise the above statement and will take advice to implement.

2. The Committee is committed to:

1. Addressing positively opportunities for full participation within the The Friends of Chain Bridge Forge.
2. Adopting an effective system to monitor its practice with regard to ensuring equality of opportunity.
3. Promoting good practice with regard to equality of opportunity for organizations and individuals involved in the work of committee

3. In particular the Committee will:

Work to ensure that all its services are provided, in a way, which promotes awareness of the rights and needs of people from minority groups and enables all people to have access to those services.

Work to ensure that all the committee terms and conditions of volunteering reflect a range of needs and interests, which encompass people who may otherwise be disadvantaged.

The policy of the Directors is to ensure that no person receives less favourable consideration than others in the selection and appointment of volunteers.

4. Recruitment and promotion practices

The Directors will ensure equality of opportunity for all Friends/Volunteers/Supporters applicants; it will ensure that: When recruiting, Directors and committee members will develop personnel specifications, which recognises the importance only of relevant experience or qualifications. Acceptance of Equal Opportunities Policy is a condition.

5. Service Provision.

The committee will take positive action to ensure its services to, and contacts with, other groups and individuals reflect this Equal Opportunities Policy. This will be affected by consulting with groups and individuals with special requirements to identify how the committee's services may be improved to meet their needs ensuring that all individuals who represent the Committee are aware of, understand and operate this Equal Opportunities Policy.

6. Friends responsibilities

The Directors are responsible for the implementation and monitoring of this Equal Opportunities Policy. They will ensure that all individuals within The Friends of Chain Bridge Forge, whether paid or unpaid, clearly understand and practice the principles contained in this Policy. They will not victimize anyone who has provided information about discrimination it shall be the responsibility of the Directors Secretary to keep the Committee fully up to date with developments or difficulties relating to the implementation of this Policy.

7. Friends / Users responsibilities

All Friends/Volunteers/Supporters/Users of its services will be required to co-operate with measures introduced by the Committee to ensure and promote equal opportunities. They will neither practice any form of discrimination, nor use discriminatory language. This will draw to the attention of the Directors any suspected acts of discrimination would not victimize anyone who has provided information about discrimination.

8. Review

The Directors will annually at the first meeting following the Annual General Meeting will review this Equal Opportunities Policy.

9. Reporting

Reporting can be implemented by emailing to a director. The Directors will review and provide a written response.