

Friends of In Touch Policy
Registered Charity: 1153013



Policy No: FOIT 4

TITLE: Equal Opportunities and Diversity Statement

ISSUE No: 4

ISSUE DATE: March 2020

PREPARED BY: Policy Committee

Policy Statement

We live in a wide-ranging society where people are discriminated against both intentionally and unintentionally. The aim of our policy is to ensure that no one receives less favourable treatment on grounds of race, skin colour, ethnic origin, religion, cultural beliefs, nationality, national origin, gender, sexuality, marital status, age or disability.

We recognise that any of the above groups of people experience discrimination and we will take steps to challenge it.

1. Equal Opportunities Policy

1.1 *Friends of In Touch* state its intention to work inclusively in equal treatment in volunteering opportunity, employment, service provision and committee membership.

1.2 *Friends of In Touch* will implement this policy by:

- Recognising that *Friends of In Touch* exists within a multi-cultural, multi-faith society. Valuing and respecting all individuals accessing *Friends of In Touch*.
- Aiming to ensure our service provision is appropriate, relevant and accessible to all groups represented in the community.
- Aiming to ensure no member of staff, Trustee or other Management Committee member, volunteer or any of their families' experiences unfair or unlawful discrimination.
- Aiming to ensure volunteering opportunities are open to all.
- Exercising thoughtfulness and being mindful not to stereotype individuals and groups.
- *Friends of In Touch* will ensure all staff, volunteers, group members, their families and referrers are aware of this Equal Opportunities Policy and Diversity Statement.
- Not tolerating any racist or offensive remarks or behaviour. This will always be challenged, and the person(s) perpetrating this behaviour may be asked to leave, and an incident report will be completed if appropriate (Reference F002).

2. Diversity Statement

Our organisation is firmly committed to diversity in all areas of its work. We believe that we have much to learn and profit from diverse cultures and perspectives and that diversity will make our organisation more effective in meeting the needs of the community.

We are committed to developing and maintaining an organisation in which differing ideals, abilities, backgrounds, and needs are fostered and valued and those with diverse background and experiences are able to participate and contribute.

3. Review

This Equal Opportunities and Diversity Statement is freely accessible to all. It will be reviewed every two years and adapted as necessary.

APPROVED BY:

POSITION:

Chair

Review date March 2022

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