



Introduction:

Friends of Leacroft (FOL) is committed to promoting equal opportunities and to providing an environment that is free from discrimination, harassment, and victimization. This policy applies to all aspects of employment, volunteering, recruitment, training, promotion, pay, work conditions, and termination of employment. The aim of this policy is to ensure that all applicants and volunteers are treated fairly and with respect, and that decisions are based on merit and ability.

Policy Statement:

- FOL is committed to equal opportunities and will not discriminate on the grounds of race, colour, nationality, ethnic or national origin, gender, marital status, sexual orientation, disability, age, religion or belief, political belief or membership, or trade union membership.
- FOL will take positive steps to ensure that individuals are treated equally and not disadvantaged by conditions or requirements which cannot be shown to be justifiable.
- FOL will monitor its practices to ensure that it complies with its equal opportunities policy and to identify and remove any barriers to equal opportunities.

Responsibilities:

- FOL will ensure that all volunteers/employees are aware of the equal opportunities policy and are expected to comply with it in their daily working lives.
- FOL will source and provide training on equal opportunities to its committee members.
- FOL will ensure that any allegations of discrimination, harassment or victimization are taken seriously and will be dealt with promptly and fairly.
- FOL will regularly review its equal opportunities policy to ensure that it remains relevant and up to date.

Implementation:

FOL will implement this policy by:

- Ensuring that advertisements and recruitment procedures do not contain any discriminatory language or requirements.
 - Ensuring that all volunteers/employees are made aware of the equal opportunities policy.
 - Monitoring the implementation of the equal opportunities policy and taking action to address any issues that arise.
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- Providing training to volunteers/employees on equal opportunities.
- Encouraging volunteers/employees to raise any concerns or issues they have with regard to equal opportunities.
- Regularly reviewing the equal opportunities policy to ensure that it remains effective.

Conclusion:

FOL is committed to promoting equal opportunities and to creating an environment that is free from discrimination, harassment and victimization. By implementing this equal opportunities policy, FOL aims to ensure that all volunteers/employees are treated fairly and with respect, and that decisions are based on merit and ability.

This Policy was last updated: 3rd April 2025
