

## **Equal Opportunities Policy**

### **Introduction**

This policy sets out the principles for Equal Opportunities within the Friends of Downview Primary School.

It is relevant to all members and is endorsed by the Committee of the Friends of Downview Primary School (a registered charity).

### **Commitment**

The Friends of Downview Primary School ("FOD") is committed to Equal Opportunities for all members.

### **Definition**

It is our policy that all Committee and volunteer decisions are based on the legitimate needs of the charity. FOD will not discriminate on the basis of race, nationality, sex, gender reassignment, marital or civil partner status, disability, religion or belief, age, pregnancy or maternity, sexual orientation, or any other ground on which it is or becomes unlawful to discriminate under the laws of England and Wales.

### **Rights and Responsibilities**

FOD recognises the rights of its members to be able to volunteer for the charity without fear of discrimination or harassment.

FOD's commitment to equal opportunities extends to all aspects of volunteering including:

- Election of Committee Members
- Allocation of tasks
- Conduct issues, discipline and grievances

All members have a responsibility to ensure compliance with this policy, to treat other members with dignity at all times, and not to discriminate against or harass other members.

This Policy may be amended at any time at the discretion of the current elected Committee and is reviewed annually prior to the AGM.