

Cherry Garden TRA

Equal Opportunities Policy and Procedures (2024)

1. Statement of Intent

Our TRA is opposed to all forms of unlawful and unfair discrimination, direct and indirect, on any grounds whatsoever.

Equality Act 2010

This Act identifies 9 protected characteristics: Age, Disability, Gender Reassignment, Marriage & Civil Partnership, Pregnancy & Maternity, Race, Religion or Belief, Sex, Sexual Orientation.

All members, volunteers, staff and users of our services will be treated fairly and will not be discriminated against on any of these grounds. Decisions on the operation of our contracts, services, training or any other benefit will be made objectively, without unlawful discrimination.

Definitions

Our TRA recognises and will not tolerate:

Discrimination of any type,

Harassment of its staff or service users,

Victimisation of any member of staff who supports or makes a complaint or raises a grievance.

Responsibilities

Our TRA will follow the requirements and guidance of all relevant equality and discrimination legislation and regulations. We acknowledge that everybody has the right to dignity and respect. Every possible step will be taken to ensure the implementation of this policy.

Responsibility for the day-to-day implementation, monitoring and evaluation of this Policy rests with the Committee. However, every member and employee has a personal responsibility to do all they can to ensure that it works in practice.

Positive Action

Our TRA will take positive action to address the barriers faced by those experiencing discrimination.

Our TRA is committed to working in an anti-discriminatory manner; promoting a welcoming environment in which everybody is treated with respect and dignity; listening to service users and others who are experiencing discrimination; dealing quickly and fairly with any accusation of harassment or discrimination.

2. The Policy

Our TRA recognises the importance of equal opportunity to our effectiveness, and will use a range of procedures to promote it. All members, volunteers and hirers must commit to supporting this Policy.

3. Monitoring and Evaluation

This Policy will be reviewed annually by the Committee to assess its effectiveness and determine any measure we should take to improve.

4. Membership of the Organisation

Membership of Cherry Garden TRA shall reflect the diversity of the community it serves.

Membership of the Committee shall be monitored and under-represented groups encouraged to stand for election. Training and support will be offered to enable members to fully take part.

5. Service Delivery

Our TRA is committed to equality of opportunity for everyone using our services.

6. Access and Premises

Our TRA aims to make its service delivery as accessible as possible. (The ground floor of our premises is fully accessible. Regrettably the upper floor is not.)

7. Publicity

In all publicity and information materials, we will try to ensure that:

- Clear direct language is used,
- Positive images of a wide range of groups are used,
- Advertising reaches many different sections of the local community,
- No material considered discriminatory is used,
- We proactively target disadvantaged groups/areas of the community to inform them of our services and facilities.

8. Complaints

Any complaints relating to this policy – poor practice or non-enforcement – should be raised with the Committee Officers.

Any service user wishing to make a complaint should follow the procedure outlined in our ‘Complaints Policy and Procedure’.

Service Users: A serious breach of this policy may result in a service user being barred from using our services. This will only happen after discussions, support and all other reasonable steps have been taken to stop the service user from being discriminatory.

Policy and Procedure adopted on:

Policy and Procedure review date:

Signed _____

Signed _____

Name _____

Name _____

Position _____

Position _____

If you would like further information about our Equal Opportunities Policy, have any queries, or need a copy in a different format, please contact us on **07906-860979** or cherrygardentra@yahoo.com