

# **Denbigh in Bloom**

## **Equal Opportunities Policy**

### **STATEMENT OF POLICY**

Denbigh in Bloom recognises that we live in a society where discrimination still operates to the disadvantage of many groups in society.

Denbigh in Bloom believes that all persons should have equal rights to recognition of their human dignity, and to have equal opportunities to be part of the Denbigh in Bloom group of volunteers.

Denbigh in Bloom is committed to the promotion of equal opportunities within the group, and any affiliated organisations that we partner with, through the way we manage the organisation and provide services to the community. In order to express this commitment, we develop, promote and maintain policies that will be conducive to the principles of fairness and equality in the committee and wider volunteer community.

The objective of this policy is that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities on the grounds of gender, race, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, HIV status, age, marital status, parental status, sexual orientation, political beliefs or trade union membership, class, responsibility for dependents, physical attributes, ex-offender status as defined by the Rehabilitation of Offenders Act 1974, lack of formal qualifications where such qualifications are not formally required, or any other grounds which cannot be shown to be justifiable within the context of this policy.

This policy will influence and affect every aspect of activities carried out by Denbigh in Bloom. We will encourage everyone's involvement in our projects and activities, assuming other obligations (such as safeguarding of children and young people) are met.

### **How the policy will be implemented and who is responsible?**

The Chair has specific responsibility for the effective implementation of this policy. Each committee member also has responsibilities and we expect all our members to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to anyone wishing to see it, be involved in our projects or join our committee
- Incorporate equal opportunity notices into our digital presence and in applications for funding or support
- Ensure that support is made available to fulfill the objectives of the policy

## **Conduct and general standards of behaviour**

All volunteers are expected to conduct themselves in a professional and considerate manner at all times. Denbigh in Bloom will not tolerate behaviour such as:

- Making threats
- Physical violence
- Shouting or swearing at others
- Persistent rudeness
- Isolating, ignoring or refusing to work with certain people
- Telling offensive jokes or name calling
- Displaying or distributing offensive material
- Any other form of harassment or victimisation.

The items on the above list of unacceptable behaviours are contrary to the ethos of Denbigh in Bloom and could lead to the individual being asked to leave the group.

## **Complaints of discrimination**

Denbigh in Bloom will treat seriously all complaints of unlawful discrimination and will take action where appropriate.

All complaints will be investigated by the Chair (or Vice Chair, in cases involving the Chair). We will also monitor the number and outcomes of complaints of discrimination made.

## **Legal Obligations**

### **Equal Opportunities and Discrimination (Equality Act 2010)**

The new Equality Act came into force in October 2010 and replaces all previous equality legislation in England, Scotland and Wales – namely the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the

Employment Equality (Age) Regulations 2006, The Civil Partnership Act 2004, the Employment Equality Regulations 2003 (religions and belief and sexual orientation).

**The Equality Act 2010** protected characteristics are:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race , religion or belief sex and sexual orientation.

In valuing diversity Denbigh in Bloom is committed to go beyond the legal minimum regarding equality.

The **Equality Act 2010** harmonises and strengthens and replaces most previous equality legislation. The following legislation is still relevant:

- The Human Rights Act 1998.
- The Work and Families Act 2006.
- Employment Equal Treatment Framework Directive 2000 (as amended).

**Denbigh in Bloom will revise and review this policy every three years or upon request.**

**August 2018**