



APPLEBY

Emergency Response Group

Equal Opportunities Policy

Aims:

Appleby Emergency Response Group believes that all committee members, employees, volunteers and customers should be treated with dignity and respect and recognises that discrimination on grounds of race, sex, age, disability, sexual orientation, class, religion, marital status and nationality is both morally and legally unacceptable.

The purpose of this Equal Opportunities Policy is to clearly set out the positive action that we intend to take to combat direct and indirect discrimination within the Group and in its relationships with other bodies.

In adopting this Equal Opportunities Policy, we are making a commitment to ensure that equal opportunity for its committee members, employees, volunteers and customers becomes a reality. All committee members, employees and volunteers will be given access to this policy as part of their induction.

Code of Conduct:

Committee members, employees and volunteers are committed to ensuring the equality of opportunity to all customers. Everyone is expected to implement this policy.

All committee members, employees and volunteers will be considered on their own merits and abilities to do the work they wish to do.


All committee members, employees and volunteers will ensure that services provided by the Group are accessible, appropriate and delivered fairly to all.

All committee members, employees and volunteers will create a working environment free of bullying, harassment, victimisation and unlawful discrimination and where the contributions of individuals are recognised and valued.

No committee members, employees, volunteers and customers will be on the receiving end of less favourable treatment as a result of race, sex, age, disability, sexual orientation, class, religion, marital status or nationality.

Any committee member, employee, volunteers or customer who feels they have been discriminated against or treated disrespectfully should discuss this with the Group Co-ordinator. The Management Committee will take all complaints of discrimination or harassment very seriously and they will be investigated thoroughly. The individual accused will be given a chance to explain their point of view.

This policy applies to the management committee, employees, volunteers, customers and the public.

Signature of Chairman: 

Date this policy adopted by the Management Committee:

28/5/2020

This policy will be reviewed annually at the Annual General Meeting (AGM).