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| **Policy** |

**EQUALITY IN THE CHARITY**

**Bo’ness Networking Group [Bo’net]** is committed to eliminating discrimination and encouraging diversity amongst our volunteers. Our aim is that our volunteers will be truly representative of all sections of society and each volunteer feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our volunteers and not to discriminate on grounds of gender, gender reassignment, marital status or civil partner status, race, ethnic or national origin, colour, nationality, disability, sexual orientation, age, pregnancy or maternity, religion or belief. We oppose all forms of unlawful and unfair discrimination.

All volunteers will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability. Everyone will be helped and encouraged to develop their full potential and the talents and resources of the volunteers will be fully utilised to maximise the efficiency of the organisation.

The principles of non-discrimination and equality of opportunity also apply to the way in which we treat visitors, members of new groups and professionals from Council bodies or Funders.

All volunteers have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not to discriminate against or harass others, regardless of their status.

Our commitment:

* To create an environment in which individual differences and the contributions of all our volunteers are recognised and valued.
* Every volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
* Training, development, and progression opportunities are available to all volunteers.
* Equality in the Charity is good management practice and makes sound business sense.
* We will review all our volunteer practices and procedures to ensure
 fairness.
* All volunteers are responsible for the success of this policy and must
 ensure that they familiarise themselves with the policy and act in
 accordance with its aims and objectives.
* The committee must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equal opportunities.
* The committee have overall responsibility for the effective operation of our equal opportunities policy and for ensuring compliance with the relevant statutory framework prohibiting discrimination.
* Breaches of our equality policy could result in their notice of voluntary dismissal

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