

# Equal Opportunities Policy

Agreed 12/12/19  
Reviewed 16/3/22



## Aim and scope

Sustainable Cottenham is committed to the principle of equal opportunities outlined in the Equality Act 2010 which protects people from unfair discrimination based on: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief and sex or sexual orientation. It aims to contribute to creating a culture that respects and values differences, that promotes dignity, equality and diversity and that encourages individuals to develop and maximise their full potential. This policy is focused in particular on promoting equality and fairness in the dealings of Sustainable Cottenham with its members, volunteers, service users and members of the public.

## Our commitments

Sustainable Cottenham is committed to ensuring that individuals are treated fairly in all aspects of their volunteering, or interactions as service users or members of the public, with Sustainable Cottenham. It is committed to ensuring that selection for training or any other benefit is on the basis of merit and ability only. It is committed to maintaining a working environment in which harassment, bullying or intimidation are not tolerated.

## Implementation

Members and volunteers all have a duty to co-operate with the organisation to ensure that the policy is effective. They should draw the attention of the Chair to suspected discriminatory acts or practices or cases of bullying or harassment. Breaches of the Equal Opportunities Policy will be regarded as misconduct and could lead to action being taken, for example, withdrawal of member status.

Copies of the policy will be freely available on Sustainable Cottenham's website.

## Monitoring and review

The policy and its implementation will be reviewed at least every three years.

## Complaints

A member or volunteer who thinks he or she may have been discriminated against should raise the matter with the Chair. Initially the member/volunteer should aim to resolve the matter informally. It may be that discriminatory action is unwitting and easily resolved once the problem is clear. If he or she is dissatisfied with the outcome, the complaint is very serious, or the Chair is the cause of the complaint, the member/volunteer should raise the matter with the Management Committee by contacting the Secretary.

Signed \_\_\_\_\_ Position \_\_\_\_\_ Date \_\_\_\_\_

Review date 31 March 2024