

Equality Policy for Whipton Community Association

Whipton Community Association (WCA) trustees and volunteer recognise our responsibility in ensuring that events, partners and organisations involved in WCA events share our commitment to equality and anti - discriminatory practice.

Equality Statement

1. WCA recognises and values people's differences and will assist them to use their talents and abilities to reach their full potential and challenge anything that discriminates against this.

2. WCA recognises the need to provide a safe and caring environment for everyone. We acknowledge that anyone can be the victim of different types of prejudice and discrimination. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status".

3. WCA has therefore adopted this Equality Policy in accordance with statutory guidance (The Equality Act 2010) and are committed to treating people equally and fairly.

4. WCA is committed to:

- Opposing any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (defined as Protected Characteristics in The Equality Act 2010).
- Building an equality and anti-discriminatory culture where staff, volunteers, members and facility users know how they are expected to behave.
- Ensuring that all staff, volunteers, members and facility users have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.
- Implementing a procedure for dealing with concerns regarding equality practice.
- Ensuring that all staff, volunteers, members and facility users understand and follow this equality policy and know what to do if they have a concern.

5. WCA takes equality and anti-discriminatory practice very seriously and ensures that all organisations involved in WCA are similarly committed to this. WCA will ensure that each organisation that attends events upholds their own robust commitment to equality and anti-discriminatory practice by insisting that:

Definitions

What are protected characteristics?

Under the Equality Act 2010 it is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Responsibilities

All Members have a responsibility to follow the guidance laid out in this policy and related policies, and to pass on any concerns using the required procedures.

We expect all members to promote good practice by being an excellent role model, contribute to discussions about equality and to positively involve people in developing ant-discriminatory practices.

Additional specific responsibilities

The Trustees have a responsibility to ensure that the Equality Policy is publicised and observed.

Responding Appropriately

to an Allegation of a breach of the Equality Policy

If any staff, volunteer, member or activity member feels they have been discriminated against by WCA or within an activity by WCA they should raise this with the Trustees.

The Trustees will investigate the complaint, listening to all persons involved. (If the complaint is against a Trustee that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against WCA as a whole, the Trustees will work to ensure that this is investigated and that any actual discrimination is not repeated in the future, and must inform the members of how they propose to do this.

WCA will support people who feel they have been discriminated against and will not victimise or treat them less well because they have raised this matter.

Communicating the Equality Policy

WCA will make volunteers, members and facility users aware of the Equality Policy through the Whipton Hall website.

Reviewing

This policy will be reviewed annually, and more often if required if there are changes in circumstances or legal requirements.

This policy will be reviewed by the Trustees at the annual general meeting.

This policy was last reviewed on: March 2024