

Wren Hall Equal Opportunities Policy for Volunteers

Wren Hall School Lane, Wroxall, Warwickshire CV35 7NF

Registered Charity No: 522936

Our Commitment to our volunteers.

This organisation is committed to providing equality of opportunity to all persons when developing, co-ordinating and supporting volunteering. These include (but are not exclusive to) the established equality grounds of religious belief; political opinion; community background; ethnic and national origin; sex; sexual orientation; disability or age.

What you can expect from us.

We believe that all volunteers should reflect the diversity of communities they work in and have the right to work in an environment which is free from discrimination. If you experience any form of discrimination or harassment while volunteering with us you have a right to raise a complaint with us through our grievance procedure. All complaints will be dealt with seriously, promptly and confidentially.

What we can expect from you.

When representing this organisation as a volunteer we expect you to support our commitment to promoting equality. You must treat others with dignity and respect and not seek to discriminate against others. You are expected to discourage discrimination by making it clear that you find such behaviour unacceptable and should alert a member of staff or management committee if an incident occurs to enable the organisation to deal with it

The steps we will take to protect volunteers from discrimination.

This organisation will make every effort to ensure that discrimination and harassment does not occur. To do this we will:

- Ensure that all volunteers / employees / service users are given our statement on the organisation's commitment to equality in opportunity;
- Explain the statement to all volunteers / employees / service users;
- Ensure that all complaints of discrimination are dealt with promptly;
- Set a good example by treating all volunteers with fairness, dignity and respect;
- Be alert to unacceptable behaviour and take appropriate proactive action where necessary;
- Seek to meet the recommended best practice standards for promoting equality of opportunity.

What do we mean by discrimination?

Discrimination can occur when someone is treated less fairly than others simply because of their background e.g., rejecting a volunteer applicant because of their religion or racial background. Sometimes a specific policy or practice can disadvantage people from a particular background even though it is applied equally to everyone e.g., a volunteer project only promotes new opportunities by word of mouth, the majority of current volunteers are female and this practice results in mostly females seeking to volunteer with them. This practice has resulted in indirect discrimination against males and would be unfair unless it could be shown that there was no other less discriminatory way of achieving the same aim. However, within our committees we currently have a well-balanced male and female team.

Disability discrimination can occur due to a failure to make reasonable adjustment(s) which have been identified as a reasonable and effective way of removing disadvantages experienced by disabled people e.g., a volunteer with visual impairments needs to use a computer in their role, it would be reasonable for the volunteer involving organisation to adjust the accessibility settings on the computer to accommodate this. It would also be reasonable for a charity with poor access for wheelchair users to seek to identify sources of funding that could allow them to remove this disadvantage.