

Friends of Eastfield Park

Equal Opportunities Policy

1. **The principal objective of the Friends of Eastfield Park (FoEP)** is to ensure that the amenities of the Park are maintained, enhanced, conserved and improved for the benefit of the whole community whilst protecting the Park's natural beauty and resources. We also promote increased use and enjoyment of this valuable open space.
2. **We respect differences** in gender, marital status, race, colour, nationality, sexual orientation, ethnic background, place of birth, belief, ability, class and age. We will strive to remove conditions which place some people at a disadvantage in making use of the Park and will act to combat any prejudice in our actions, policies and procedures.
3. **As a group we are committed** to ensuring equal opportunities for all. This will be reflected in our attitudes to people who wish to join FoEP or take part in our activities and in the nature of the improvements, events and activities that we wish to see within the Park.
4. **All the activities of FoEP** are open to the whole community (with the exception of restrictions resulting from our Child & Vulnerable Adult Protection Policy) with active participation and involvement of all groups positively encouraged. FoEP may encourage and support 'themed events' which could be associated with a particular religion or ethnic group. If, however, FoEP is to participate in organising, publicising and/or attending such events, they must be open to all sections of the community.
5. **FoEP will not tolerate any form of discrimination, harassment or victimisation.** Any member of FoEP or any volunteer assisting at any of our events who witnesses any instance of discrimination, harassment or victimisation should report it to the organiser(s) of the particular event. If the organisers consider that the law has been broken they will report the incident to the appropriate authorities.
6. **Any concerns about discrimination arising from any of FoEP's activities** should be brought to the attention of the organiser(s) of the particular activity and discussed at the next FoEP Committee Meeting.
7. **Any member of FoEP who discriminates against another person** on the basis of gender, marital status, race, colour, nationality, sexual orientation, ethnic background, place of birth, belief, ability, class or age (irrespective of whether the person discriminated against is a member of FoEP) may have their membership terminated by the FoEP Committee in accordance with Section 3 of the FoEP Constitution.

8. **Any person who considers that FoEP has, as an organisation, been guilty of institutional discrimination** should report the matter to the Chair, Vice-Chair or Secretary of FoEP who will raise the matter at the next Committee Meeting. The person making the complaint will be invited to the meeting to explain their concerns. A written reply should be given to the complainant, describing what action the Committee intends taking concerning the complaint. If the complainant is not satisfied with the response, the matter should be discussed again at the following Committee Meeting or the complainant may request a Special General Meeting to discuss the issue under Section 8 of the FoEP Constitution.

9. **A copy of this policy** should be given to all members and anybody interested in joining FoEP.

10. **The policy should be reviewed** annually at FoEP's AGM.

Approved by the FoEP Committee on: 18th July 2011

Agreed / Revised at the FoEP AGM on: _____