

Witchford Playing Field Association

Bedwell Hey Lane, Witchford, Ely, CB6 2JN

Registered charity no. 280210

EQUALITY POLICY

Statement

1. Witchford Playing Field Association (WPFA) is an organisation committed to the promotion of the principles of Equality in the Voluntary Sector.
2. The policy is to take every reasonable step to ensure that no-one connected with WPFA receives less favourable treatment than others on the grounds of race, colour, nationality, ethnic origin, religion, disability, gender, marital status, sexual orientation, age, lack of formal qualifications, responsibility for the dependants, ideology, health or medical grounds (including HIV/AIDS related illnesses) or by conditions or requirements which cannot be shown to be justified.
3. WPFA declares that in employment practices, its structures and provision of services it shall introduce measures that shall combat all direct or indirect forms of discrimination.
4. WPFA aims to develop and implement strategies and positive action programmes to promote its Equal Opportunities Policy throughout areas of activity and spheres of influence.
5. WPFA shall endeavour to work for the establishment of a broad base for consultation with a view to identifying priorities and needs as reflected by the voluntary sector and in campaign work shall maintain the principles and objectives stated above.

WPFA will develop a range of individual policies to support these aims and objectives.

Scope of the policy

The policy applies to:

- All staff and volunteers
- The Trustees (including the WPFA committee)
- All sub-committees
- All functions of the WPFA
- Members and member organisations: WPFA shall expect hirers and member organisations to endorse and wholeheartedly promote the principles and objective of Equality.

Implementation

1. Employment practice and procedures shall be followed strictly in accordance with the following legislation and all other relevant legislation:
 - a. Equal Pay Acts 1970 _ Amendment 2003
 - b. Race Relations Acts 1965-2000
 - c. Sex discrimination Acts 1975-86
 - d. Rehabilitation of Offenders Act 1974
 - e. Disability Discrimination Act 1995
2. This list shall be reviewed annually by the Trustees.
3. WPFA agrees that to implement its Equality Policy, WPFA needs to facilitate and promote the following initiatives through training the Trustees, staff, volunteers and its membership on:
 - a. Recruitment and selection processes

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- b. Interview techniques
- c. Codes of practice
- d. WPFA disciplinary and grievance procedures
- e. Awareness of the implications of the legislation listed above.

Employment

1. WPFA shall ensure that:
 - a. Discussion and in-service training shall be undertaken as necessary for staff the Trustees to combat racial and sexual harassment of other forms of harassment/bullying at work
 - b. Practice and procedures shall reflect the cultural and religious needs of its employees and volunteers.
 - c. As far as is practicable ensure that premises are adapted suitably to meet the needs of disabled employees, volunteers, visitors and member groups.
 - d. All other appropriate measures are taken to ensure job satisfaction as well as the delivery of service to member groups.
 - e. Employment of staff imposes an obligation on those employees to observe the Equality policy in all areas of WPFA activities.

Review

1. WPFA shall monitor and review annually the effectiveness of its Equality Policy.
2. WPFA staff and trustee Board shall monitor and review the composition of the Trustee Board in order to promote a broad-based representation that reflects its membership and is in accord with its constitution.
3. WPFA in monitoring and evaluating the impact of its Equality Policy shall pay particular attention to:

Internal

- a. recruitment and selection procedure
- b. probationary periods
- c. terms and conditions of employment
- d. dismissal
- e. leave arrangements
- f. regarding/promotion
- g. deployment patterns
- h. sub-committees
- i. membership of the Trustee Board

External

- a. Membership
- b. Provision of services
- c. Accessibility of premises used for the training and meetings.