

Friends of the Earth Liverpool Local Group Equality and Diversity Policy Last Updated: 17 March 2016

Policy Statement

Liverpool Friends of the Earth are committed to a policy of Equality of Opportunity which respects identity, rights and value of each individual, and opposes all direct and indirect discrimination in the organisation.

Liverpool Friends of the Earth will:

- Challenge discrimination and lack of opportunity in its own policy and practice and encourage other organisations and individuals to do the same
- Aim to create a culture that respects and values each other's differences and recognises that difference / diversity is a great asset to the organisation – both to its work and to the people it serves
- Ensure that all members are made aware of the objectives of this policy and support its objectives.

Liverpool Friends of the Earth is keen not to discriminate, even unwittingly, towards volunteers or any people we have dealings with. All people we work with will be treated fairly and with respect. When working with vulnerable people we strive to ensure that they do not suffer from any discriminatory practices (also see our **Safeguarding Policy**).

We recognise that it is important to take a positive approach to ensure that all people benefit from equal opportunity whether this is through our campaigning activities or working with people as individuals or in groups.

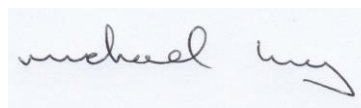
The purpose of this policy is to provide equality and fairness for all in our practices and not to discriminate on grounds of **gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age**. We oppose all forms of unlawful and unfair discrimination, and work within the Equalities Act (2010).

This policy applies to all those who are involved in delivering activities on behalf of Liverpool Friends of the Earth. External persons connected with Liverpool Friends of the Earth are encouraged to hold the same responsibility and commitment. Liverpool Friends of the Earth have the right to remove members from the group who knowingly and/or deliberately contravene the principles of this policy.

The Equality and Diversity Policy of Liverpool Friends of the Earth is regularly reviewed and updated as appropriate.

Name: Michael King

Signature:



Position: Coordinator

Date: 17 March 2016

1 Policy Implementation

Responsibility for making sure that Liverpool Friends of the Earth fulfils its obligations under this Policy rests with all Officers.

All individuals associated with the organisation are responsible for compliance with this Policy, and for the positive attitude it requires. It is required of all the Liverpool Friends of the Earth members to accept personal responsibility for all practical applications of this policy. All external persons connected with Liverpool Friends of the Earth are encouraged to hold the same responsibility and commitment. Liverpool Friends of the Earth members must report any breaches of the Policy to an Officer for escalation.

Liverpool Friends of the Earth will ensure that resources are made available to fulfil the objectives of the policy.

1.1 Communication

In order to implement this policy we shall:

- Communicate the policy to members and relevant others
- Incorporate equal opportunities notices into general communications practices
- Make this policy available on the Liverpool Friends of the Earth website

1.2 Recruitment

Liverpool Friends of the Earth does not have ongoing staff, however should any recruitment take place then it will comply with this policy.

Advertisements and any accompanying literature will be designed to encourage applications from all groups. Stereotyping will be avoided and advertisements will not be confined to areas and publications, which would exclude or disproportionately reduce applications from particular groups. Job descriptions and work objectives of all staff will incorporate specific and appropriate duties in respect of implementing the equal opportunities policy, as appropriate

1.3 Selection

Liverpool Friends of the Earth is open to members from all parts of the community.

2 Monitoring

To assess whether Equal and Diversity Policy is being achieved, the effectiveness of the policy will be monitored regularly.

Members will be made aware of measures introduced to ensure equal opportunities and non-discrimination. They will be expected to co-operate with these measures and refrain from inappropriate behaviour and language. Deliberate failure to observe Equality and Diversity Policy will be subject to disciplinary action through the normal procedure.

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of our equal opportunities policy will be reviewed regularly and action taken as necessary. For example, where monitoring identifies an under-representation of a particular group or groups, we shall develop an action plan to address the imbalance.

3 Complaints

We will not tolerate acts of unlawful discrimination and all complaints will receive prompt attention, will be treated with the necessary confidentiality and will be properly investigated. Liverpool Friends of the Earth will keep relevant records, appropriate to the size of the organisation, to monitor this policy.

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the grievance procedure

External complaints can be made by contacting an Officer.

In addition to our internal procedures, employees have the right to pursue complaints of discrimination under the Equality Act 2010