



## **Friends of Orton Wistow School (FOWS) Equal Opportunities Policy**

### **Introduction**

This policy sets out the principles for Equal Opportunities within Friends of Orton Wistow School (FOWS).

It is relevant to all within the association and is endorsed by the committee of FOWS.

It will be reviewed at each AGM to ensure that it remains appropriate to the Organisation and its volunteers needs.

### **Commitment**

FOWS is committed to Equal Opportunities for all members.

### **Definition**

It is our policy that all committee and volunteer decisions are based on the legitimate needs of Friends of FOWS. FOWS will not discriminate based on race, nationality, sex, gender reassignment, marital or civil partner status, disability, religion or belief, age, or any other ground on which it is or becomes unlawful to discriminate under the laws of England and Wales.

### **Rights and Responsibilities**

FOWS recognises the rights of its members to be able to volunteer for the association without fear of discrimination or harassment.

FOWS commitment to equal opportunities extends to all aspects of volunteering including:

- Election of Committee Members
- Allocation of Tasks
- Conduct Issues, discipline, and grievances.

All members have a responsibility to ensure compliance with this policy, to always treat other members with dignity and not to discriminate against or harass other members.

### **Changes to the policy**

The Committee reserve the right to change this policy to maintain consistency with current best practice and the needs of the organisation. This policy will be reviewed annually by the Friends of Orton Wistow School committee at the AGM but may be amended at any time at the discretion of the current elected committee.