

Equality Policy

EWRT-GOV-EQ-D0.1

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Revision History

Name	Date	Reason For Changes	Version

Review Cycle

Review Cycle	Review Date	Reviewer	Status-Action Needed

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EWRT	Governance	DI-GOV-EQ-D0.1		
	Review Date			
	Page:	2	of	3
	Effective Date:			
Equality Policy	Written By:	Anne McFarland		
	Approved By:			

Policy Statement

The BOARD OF EWRT CLG will strive to ensure that everyone who wishes to be involved in EWRT, whether as office bearers, casual participants or volunteers,

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they can participate without the threat of intimidation, victimisation, harassment or abuse.

Legal obligations

EWRT is committed to avoid and eliminate unfair discrimination of any kind and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero tolerance approach to harassment.

Implementation

The following steps will be taken to publicise this policy:-

- A copy of this document will be published on the EWRT Website.
- The EWRT Chair will take overall responsibility for ensuring that the policy is observed.
- The Board of Directors will take full account of the policy in arriving at all decisions in relation to activities of EWRT.

Responsibility, Monitoring and Evaluation

The Board of Directors will be responsible for ensuring the implementation of this policy.

The Board of Directors will review all EWRT activities and initiatives against the aims of the policy on an annual basis.

EWRT	Governance	DI-GOV-EQ-D0.1		
	Review Date			
	Page:	3	of	3
	Effective Date:			
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The Board of Directors will review any measures or initiatives that EWRT may institute or take part in to promote and enhance equality.

The Board of Directors will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation).

Complaints and compliance

EWRT regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the EWRT Equality Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy, should first complain to that person or in writing to the Chair.

The Chair will investigate the complaint personally or appoint a third party to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing. If the investigation reveals unacceptable discriminatory behaviour on the part of a member sanctions may be imposed on that person in line with the EWRT Constitution. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from EWRT membership. In deciding what sanction is appropriate in a particular case the severity of the matter and any mitigating circumstances will be taken into account.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with EWRT is subject to allegations of unlawful discrimination in a court or tribunal, the Board of Directors will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.