

EQUALITY AND DIVERSITY POLICY

PANTRY recognises that everyone has a contribution to make to our society and a right to equal opportunity

No job applicant or employee, member, volunteer or organisation/individual to which we provide services will be discriminated against by us on the grounds of: gender (including sex, marriage, gender re-assignment); race (including ethnic origin, colour, nationality and national origin); disability; sexual orientation; religion or belief; age

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination
- All volunteers and service users will be treated fairly and with respect
- Volunteer roles will be open to all
- Selection for volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection/rejection decisions will be recorded
- All volunteers will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation
- All volunteers have an obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to a member of the Management Committee

PANTRY will seek to ensure:

- An environment in which individual differences and the contributions of all our volunteers, service users are recognised and valued
- All volunteers and service users are entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all volunteers and trustees

Breaches of our equality policy could lead to membership disqualification

REVIEW

This policy will be reviewed every two years

Date.....

Signature (Chair).....

Signature (Secretary).....