

# FRIENDS OF HADLOW ROAD STATION

## EQUALITY AND DIVERSITY POLICY

This **Equal Opportunities and Diversity Policy** has been written in accordance with

- current best practice

and has been drafted in line with the

- Equality Act 2010
- Disability Discrimination Act (DDA) 1995/2005
- The United Nation Convention on the Rights of the Child
- The Children Act 1989.

### ***Policy Statement***

Friends of Hadlow Road Station will adopt an inclusive policy which recognises that disability and inequality is created by society and not the individual and will:

- respect everyone including its officers, members, supporters and other contacts as individuals;
- work positively to enable everyone to participate and enjoy opportunities to volunteer, access its programme of activities and to play a part in its decision making process and management regardless of individual differences such as age, disability, gender, race, religion or belief and sexual orientation;
- work to enable all people to give of their best.
- 

### ***Objectives of this policy***

Friends of Hadlow Road Station will;

- adopt current good practice including:
  - a) the use of appropriate language;
  - b) ensure that the production of its literature and the use of imagery support positive approaches to promoting equality and diversity;
- ensuring access for all to the station;
- ensure members and volunteers are aware of the policy;
- appoint a designated officer to monitor the effective implementation of the policy;
- monitor the implementation of the policy
- review the policy annually at the 1<sup>st</sup> meeting each calendar year;
- encourage volunteers to undertake training to promote the Friends' Equality and Diversity Policy;
- not tolerate discriminatory behaviour;
- take positive steps to stop any discriminatory behaviour.

*Designation officer* appointed is:

Adopted by the Friends of Hadlow Road Station's committee on 7<sup>th</sup> December 2015

Signed (Chairman).....

Date.....