

Equality and Diversity Policy



1. Our aim

1.1 In carrying out its functions as Charitable Incorporated Organisation the IOR is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

1.2 We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

2. About our policy

2.1 This policy demonstrates the IOR's commitment to eliminating discrimination and encouraging and valuing diversity among membership, staff, volunteers, partners, users of our services and Trustees.

2.2 We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

2.3 We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviours are tolerated. We are committed to providing equality and fairness to all involved in the IOR and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, paternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

3. Our responsibilities

3.1 The IOR understands that for equality to be achieved this policy needs to be communicated to and adhered to by staff, volunteers, partners, committees and Trustees.

3.2 This policy has been agreed by our Board of Trustees.

3.3 All staff, volunteers, partners and Trustees have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

4. Our commitments

4.1 We will seek to create an environment in which diversity and the contributions of all staff, volunteers, members, partners and trustees are recognised and valued in all that we do.

4.2 To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.

4.3 We will select and recruit staff, volunteers, partners, members and Trustees on the basis of their attitude, aptitude and ability.

5. Review and Action

5.1 We recognise that it is important for us to regularly review this policy to ensure that it reflects current equality legislation and best practice. A review of our Equality and Diversity Policy will be carried out on an annual basis and any necessary actions taken.