

### THREE RIVERS TN: EQUAL OPPORTUNITY POLICY

Three Rivers TN is committed to encouraging equality, diversity and inclusion and to eliminating unlawful discrimination.

The policy's purpose is to:

- provide equality, fairness and respect for everyone involved in or with Three Rivers TN, including but not limited to, our listeners and their families/carers, volunteers, Committee and our associates.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation

The organisation commits to:

- Encourage equality, diversity and inclusion in all our interactions, as they are good practice and make business sense.
- Ensure recruitment, selection and allocation of tasks are based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Make opportunities for training, development and progress available to all volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised.
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, listeners, suppliers, the public and any others in the course of the organisation's activities.
- Review practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.
- This policy was adopted at a Committee meeting of Three Rivers TN on December 2<sup>nd</sup> 2021 and will be reviewed every two years.

Signed:  (Chair)

Date: 2/12/21