



ABC Family History Association

EQUAL OPPORTUNITIES POLICY

ABC Family History Association
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Equal Opportunities Policy

INTRODUCTION

ABC Family History Association (ABCFHA) is committed to the promotion of equality of opportunity. We are opposed to all forms of unlawful and unfair discrimination, both direct and indirect, in terms of both employment and the provision of goods, facilities and services. The aim of this policy is to help all members develop their full potential, to ensure that the talents and resources of the members are fully utilised to the maximum benefit of the association and its members, and that users/providers of goods, facilities and services attaching to ABC Family History Association are treated fairly.

ABC Family History Association will treat all members equally, irrespective of:

- gender, gender re-assignment, marital or family status
- religious belief or political opinion
- disability
- race or ethnic origin
- nationality
- sexual orientation
- age
- dependency / caring status.

ABCFHA is opposed to all forms of unlawful and unfair discrimination. All members and others who engage with us, along with those who use or provide goods, facilities or services attaching to ABC Family History Association will be treated fairly and will not be discriminated against on any of the above grounds. Any decisions will be made objectively and without unlawful discrimination.

COMMITMENT

- promoting equality of opportunity for all persons
- promoting a good and harmonious environment in which all persons are treated with respect
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under equality legislation and associated codes of practice
- complying with our own equal opportunities policy and any associated policies
- taking lawful affirmative or positive action, where appropriate
- regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

ABC Family History Association aims to make its activities accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent potential members from having equal access to the association's activities.

This will include:

- ensuring that activities take place in venues and premises which are accessible to disabled people, except in circumstances beyond our control
- ensuring that courses, where possible, are provided through an online means such as Zoom, to be as inclusive as possible
- encouraging and enabling people from under-represented groups to participate in ABCFHA activities.

IMPLEMENTATION

- The Chairperson of ABC Family History Association has specific responsibility for the effective implementation of this policy
- All General Management Committee members have responsibility for implementing aspects of the policy.
- The club expects all members to abide by the policy and help create the equality of opportunity environment that the policy seeks to establish
- This policy will be communicated to all members
- Appropriate training on equality and diversity will be provided for members when appropriate.

MONITORING

- The provision of equality of opportunity will be monitored if necessary for funding purposes, as such additional information is sometimes required when seeking a grant.

COMPLAINTS

- Members who believe they have been subject to any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures
- All complaints of discrimination will be dealt with seriously, promptly and in complete confidence
- In addition to our internal procedures, members may have the right to pursue complaints of discrimination under anti-discrimination legislation
- ABC Family History Association will make every effort to ensure that members making complaints will not be victimised
- Any complaint of victimisation will be dealt with seriously, promptly and in complete confidence and may result in disciplinary action against the offender, which may lead to suspension or removal of membership.

REVIEW

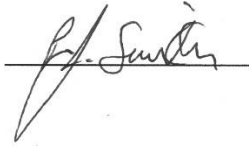
This policy will be reviewed annually and revised as required.

Policy Approved: 11 February 2021



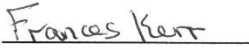
Name: Anne Keville

Position: Chairperson, ABCFHA



Name: Joy Smith

Position: Secretary, ABCFHA



Name: Frances Kerr

Position: Treasurer, ABCFHA

1st Review Date: 11 February 2022