



Friends of Mill Road Cemetery

EQUAL OPPORTUNITIES POLICY

The Friends of Mill Road Cemetery ('the Friends') are committed to achieving equal opportunities, respect and value diversity, and are committed to applying equality of opportunity in all its practices with regard to age, ethnic origin, disability, sexual orientation, religion or belief, marital status, or gender.

The Friends of Mill Road Cemetery Committee ('the Committee') has overall responsibility for the effective operation of this policy. However, all members of the Committee and the Friends, all volunteers, and anyone who participates in an event and/or activity have a duty as part of their involvement with the Friends to do everything they can to ensure that the policy works in practice.

The existence of this policy will be brought to the attention of all members of the Committee and the Friends and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.

Policy Implementation

The Friends accepts responsibility to promote equal opportunities and challenge discrimination wherever it occurs. The Constitution of the Friends makes it clear that membership of the Friends shall be open to all who support the organisation. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

We will actively monitor all activities to ensure that we are serving the needs of all communities and groups.

It is the responsibility of all members of the Committee and the Friends to ensure that no other member of the Committee or Friends, volunteer, or anyone who participates in an event and/or activity receives less favourable treatment than another on the grounds of age, ethnic origin, disability, sexual orientation, religion or belief, marital status, or gender.

We will encourage the Committee, the Friends, volunteers, and any group or organisation working with us to take positive steps to ensure that the needs of everyone are met.

We will listen carefully to what people tell us they need from the Friends and do everything in our power and within our resources to ensure that their needs are met.

Physical access

Any events and/or activities will be reviewed so that access by members of the Committee or Friends, volunteers, and/or service users can be maintained and improved where necessary.

This policy will be reviewed every year and/or when new legislation requires it.

Last up-dated June 2020