

EQUALITY, DIVERSITY AND INCLUSION POLICY FOR THE FRIENDS OF SNAPE CHURCH (FoSC)

FoSC is a charity run by its trustees. Informed by the Equality Act 2010, FoSC is committed to encouraging equality, diversity and inclusion among volunteers, members, supporters, suppliers and contacts. FoSC welcomes and supports all sections of society and commits to eliminating unlawful discrimination at all times and in any location. This is fair and good practice and promotes the smooth and productive running of a volunteer organisation.

This policy's purpose is to:

1. Promote and provide equality, fairness and respect for all so that everyone feels safe, appreciated and valued.

2. Avoid unlawful discrimination against the protected characteristics of:

- age
- disability
- gender
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination against trustees, volunteers and suppliers in terms and conditions of engagement, dismissal, leave of absence and selection for training or other developmental opportunities.

FoSC commits to:

1. Observing all available information about age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion.

2. Encouraging equality, diversity and inclusion by maintaining an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
3. Recognising that individual differences, talents and resources are valuable in themselves and can maximise the efficiency of FoSC.
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4. Addressing training about rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include volunteers conducting themselves in ways to help FoSC provide equality of opportunity in all aspects of our endeavours, and to prevent bullying, harassment, victimisation and unlawful discrimination.
5. Taking decisions concerning trustees, volunteers, suppliers, training and development in consultation with all volunteers with awareness of equality, diversity and inclusion principles.
6. Understanding that as FoSC volunteers we can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow volunteers, members, suppliers and anyone with whom FoSC is in contact.
7. Reviewing practices and procedures when necessary to ensure fairness and updating them and this policy to take account of changes in the law. We will monitor how this equality, diversity and inclusion policy, and any supporting action plans, work in practice, reviewing them annually, and taking action to address issues arising.
8. Applying FoSC's safeguarding policy to complaints of bullying, harassment under the Protection from Harassment Act 1997, which is not limited to harassment relating to a protected characteristic, victimisation and unlawful discrimination by fellow volunteers, members, suppliers and contacts and ensuring that FoSC trustees are trained in safeguarding.

This equality, diversity and inclusion policy is fully supported by FoSC's trustees and adopted in August 2025. It will be reviewed in August 2026.