



Bude Refugee Support Group Equality and Diversity Policy

BRSRG is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The group has the following charitable objects: -

To relieve financial hardship for:

- a) those seeking refuge from conflict in the Middle East, North Africa region;
- b) those granted refugee status and their dependents living in Cornwall and Bude; and
- c) UK and refugee children by the provision of holidays.

The current work for staff and volunteers involves: -

- Befriending and helping with material needs
- Interpreting
- Language tuition

We aim to make our meetings and events open and welcoming to everybody. Events are accessible to people with disabilities – e.g. we arrange for transport, meet in accessible premises, provide sign language interpreters when necessary and produce information in large print.

- All members of Bude Refugee Support Group are aware of this policy, and those policies to which it relates. Policies are available on the BRSRG website www.buderefugeesupportgroup.org.uk

Aims

- The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action that Bude Refugee Support group intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.
- The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.
- The organisation, in providing services is also committed against unlawful discrimination of customers or the public

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether paid or voluntary.
- 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 (gender) and sexual orientation

- make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination
- Acts such as complaints of bullying, harassment, victimisation and unlawful discrimination will be dealt with as misconduct under the organisation's procedures, and any appropriate action will be taken.

Dealing with Complaints

Volunteers, staff and service users who have any concerns can raise a complaint using the procedures outlined in our complaints policy.

Code of Conduct

(this complements our volunteers and staff policy)

- People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Review

This policy will be reviewed every 2 years

Updated November 2018