



Equal Opportunities

Introduction

Families in Grief (FiG):

ACCEPTS that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

WELCOMES the statutory requirements laid down in:

- ✓ the Equal Pay Act 1970;
- ✓ the Rehabilitation of Offenders Act 1974;
- ✓ the Sex Discrimination Act 1975;
- ✓ the Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;
- ✓ the NHS Community Care Act 1990;
- ✓ the Disability Discrimination Act 1995;
- ✓ the Asylum & Immigration Act 1996;
- ✓ the Human Rights Act Nov 1998;
- ✓ the Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.

RECOGNISES that it has moral and social responsibilities to support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and consider equality and diversity.

IS COMMITTED to taking positive steps to ensure that:

- ✓ all people are treated with dignity and respect, valuing the diversity of all;
- ✓ equality of opportunity and diversity is considered;
- ✓ services are accessible, appropriate and delivered fairly to all;
- ✓ the mix of its employees, volunteers and trustees reflects, as far as possible, the broad mix of the population of its local community;

Last Review: May 2021
Next Review: March 2024



Policy

This policy applies to all Trustees, staff, volunteers, FiG families and the general public.

Commitment

We aim as a charity with all that we do to foster an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every person involved with FiG whether as a family member, staff or volunteer equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. FiG will treat all people with dignity and respect, valuing the diversity of all. It will consider equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view. Please refer to FiG's 'Code of Conduct' policy.

FiG will work against social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

Aims

FiG aims to:

- Where possible to provide services that are accessible according to need, and individually assess family's needs where we can and within our resources
- Consider equality of opportunity and diversity in volunteering, employment and service development
- To create effective partnerships with all parts of our community in order to reach and be there for all families who are bereaved

Objectives

FiG's objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of bereaved families;
- Working together with the community to provide accessible and relevant service provision that responds to all bereaved families' needs;
- Ensuring where possible staff, volunteers and trustees are representative of the bereaved community served and the employment policies are fair and robust;
- Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery;



- Recognising and valuing the differences and individual contribution that all people make to FiG;
- Challenging discrimination;
- Providing fair resource allocation;
- Being accountable.

Why have this policy?

FiG recognises, respects and values diversity in its Trustees, employees, volunteers and Families.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering for FiG or being supported by FiG and sets out the way we expect everyone to treat each other and they can expect to be treated in turn by FiG. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and volunteers.

Method of Implementation

FiG intends to implement this policy by:

Ensuring that it is a condition of paid employment in FiG;

Ensuring that families are made aware and understand this policy

Ensuring that trustees, staff and volunteers are made aware, understand, agree with, and are willing to implement, this policy.

All FiG personnel will be asked to read a copy of this policy as part of their induction.

Monitoring and Reviewing

FiG Trustees and staff will monitor the support, services, publicity and events provided by FiG, to ensure that they are accessible to all sections of the population and do not discriminate.

FiG has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. The Trustees will therefore review the policy and its effectiveness annually.