



Supporting Luton's Black and Minority Ethnic
Lesbian Gay Bisexual & Transgender Community

EQUAL OPPORTUNITIES POLICY



LOTTERY FUNDED

BME PROUD

EQUAL OPPORTUNITIES POLICY

The aim of this policy is to communicate the commitment of the Committee and members to the promotion of equality of opportunity in **BME Proud**.

As a community/voluntary organisation, it is our policy to provide equality of opportunity to our members, volunteers and service users, irrespective of:

- Age
- Disability
- Gender (includes transgender people; people who intend to undergo, are undergoing or have undergone gender reassignment)
- Race (including colour, nationality, ethnic or national origins)
- Religion or Belief (including people with no religion or belief)
- Sexual Orientation

We are opposed to all forms of unlawful and unfair discrimination. All members, volunteers and service users of **BME Proud** will be treated fairly and will not be discriminated against any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will not only benefit the organisation but the community as a whole. Our equal opportunities policy will help members and volunteers to develop their full potential and their talents and resources will be utilised fully to maximise the effectiveness of the organisation.

This policy applies to applicants for (potential) employment, members and volunteers of the group alike. BME Proud is committed to the principles and practice of Equality and values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of age, disability, gender, race, religion or belief and sexual orientation or any other individual characteristic which may unfairly affect a person's opportunities in life.

Equality commitments

We are committed to:

- promoting equality of opportunity for all persons;
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- promoting a good and harmonious environment in which everyone is treated with respect and dignity and diversity is celebrated;
- fulfilling all our legal obligations under the equality legislation and associated codes of practice;
- complying with our own equal opportunities policy and associated policies;
- taking lawful affirmative or positive action, where appropriate;
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership or association with the organisation.

This policy is fully supported by the Management Committee and was adopted on 19th June 2009.

Implementation

The Management Committee has specific responsibility for the effective implementation of this policy. We expect all members to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to members by issuing an induction pamphlet to all existing, and new members;
- BME Proud will endeavor through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for membership of the group;
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of committee members;
- Incorporate equal opportunities notices into general communications practices (e.g. announcements, annual report at annual general meeting, notices and newsletters). This policy will be read out to all members at each annual general meeting;
- Ensure that adequate resources are made available to fulfill the objectives of the policy;

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

Complaints

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Management Committee. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant termination of membership.

If you wish to make a complaint against the organisation, you may do so by contacting the Management Committee by e-mail on bmeproud@ymail.com