

Rhose Community Library Equality Policy

Rhose Community Library (RCL) is committed to encouraging equality and diversity and eliminating unlawful discrimination:

- among its volunteers and trustees,
- suppliers and
- in the provision of services to its customers.

The aim is for RCL volunteers & trustees and RCL customers to be representative of all sections of society, and for each volunteer or trustee to feel respected and able to give their best.

The policy's purpose is to:

- provide equality, fairness and respect for all in our volunteers, trustees and customers.
- not discriminate on characteristics of age, disability, marriage and civil partnership, pregnancy & maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender), gender reassignment and sexual orientation
- oppose and avoid all forms of unlawful discrimination.

RCL commits to:

- create a volunteering environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.

Volunteers and trustees should conduct themselves in a manner that helps RCL to provide equality and prevent bullying, harassment, victimisation and unlawful discrimination, in volunteering and the provision of services to customers.

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by volunteers & trustees, customers, suppliers, visitors, the public and any others in the course of RCL activities. Such acts will be dealt with by the RCL Board of Trustees and appropriate action will be taken. Particularly serious complaints could lead to removal from the volunteer register or dismissal of the trustee from the RCL Board of Trustees
- make opportunities for training, development and progress available to all volunteers & trustees, 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
- decisions that it makes concerning volunteers & trustees to be based on merit (apart from any necessary and limited exemptions & exceptions allowed under the Equality Act).
- review volunteering practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law

This equality policy is fully supported by the Board of Trustees of RCL.