



# REFLECTIONS

ARRIVE AS STRANGERS, LEAVE AS FRIENDS

## Equal Opportunities Policy



Revised 2 January 2023

## Equal Opportunities Policy

Version number: 3

Creation date: 4 January 2022

Created by: Peter Ley

Date of last review: 2 January 2023

Reviewed by: Reflections trustees

Date of next review: 4 January 2024



A dark green rectangular graphic with white text and icons. In the top left corner, there are three white starburst icons of varying sizes. In the top right corner, there is a white square containing the 'RR REFLECTIONS' logo. The main text 'Contact Us' is centered in a large, white, sans-serif font. Below this, there are three contact options, each with a white icon in a circle: an envelope icon for the website, a location pin icon for the email address, and a telephone handset icon for the phone number. In the bottom right corner, there is a white QR code.

RR  
REFLECTIONS

# Contact Us

 [www.reflectionsgreenwich.com](http://www.reflectionsgreenwich.com)

 [reflectionsgreenwich@gmail.com](mailto:reflectionsgreenwich@gmail.com)

 07981 741 499



---

## **General**

### **Objectives of the Policy**

Volunteers and trustees give their time freely to Reflections and in return they have the right to be recognised for the work that they do and have involvement and participation throughout the organisation as appropriate. We believe, therefore, that it is important that a set of principles is established relating to Reflections commitment to volunteers and trustees, striving to ensure that all volunteers and trustees are treated equally and fairly. By means of this policy we hope that volunteers and trustees will feel that they are treated respectfully and professionally and that their needs are fully considered.

### **Equal Opportunities**

Reflections believes that freedom from discrimination and equality of opportunity are fundamental rights and that each person should be valued regardless of age, race, gender, disability, sexual orientation, religion or belief, HIV status, and social class. Reflections recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Charity to utilise the skills of the total workforce. It is the aim of the Charity to ensure that no volunteer or trustee receives less favourable facilities or treatment (either directly or indirectly) in participation in the work of the Charity on grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics under the Equality Act 2010).

Reflections will organise all its activities to ensure that diversity is valued and equality of opportunity promoted. It will develop and promote policies, services and actions that will make a real difference in its role as a charity, in its work with its different user organisations and in its involvement with volunteers and trustees.

Harassment of any kind (specifically in the areas covered by the policy) will be considered a disciplinary offence. Harassment may involve derogatory and discriminatory remarks, ridicule, unwanted physical contact, demands for favours, or physical assault. Any volunteer or trustee found to have breached this policy will be asked to resign.

We will ensure all volunteers and trustees are treated fairly and consistently without discrimination.