

## 2. EQUAL OPPORTUNITIES POLICY

This policy applies to all volunteers, users and the public.

Aims - Forest of Dean Baby Bank believes that no child, individual, or family should be excluded from the charity's activities on the grounds of age, gender, health or disability, pregnancy, maternity, sexuality, class, family status, means, ability, colour, ethnic origin, culture, religion, or belief. We aim to ensure that all who wish to work in, or volunteer to help with, our charity should have an equal chance to do so. We aim to create effective partnerships within all parts of our community and provide services that are accessible according to need.

Forest of Dean Baby Bank is committed to - Tackling social exclusion, inequality, discrimination and disadvantage. Ensuring all people are treated with dignity and respect, valuing the diversity of all; Promoting equality of opportunity and diversity; Delivering services that are accessible, appropriate and delivered fairly to all; Working together with the community to provide accessible and relevant service provision that responds to service users' needs; The mix of its volunteers reflects, as far as possible, the broad mix of the population of its local community; Encouraging traditionally disadvantaged sections of the community to participate in policy decisions about, and the management of the services provided; Providing fair resource allocation. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Forest of Dean Baby Bank's goal is to work towards a just society free from discrimination, harassment and prejudice. Forest of Dean Baby Bank aims to embed this in all its policies, procedures, day to day practices and external relationships.

Responsibility for Implementation - Overall responsibility for ensuring adherence to and implementation of this policy lies with the Management.

Method of Implementation Forest of Dean Baby Bank implements this policy by: Ensuring that adherence is a condition of volunteering for the Forest of Dean Baby Bank; Ensuring that Management members, volunteers and users are made aware, understand, and are willing to implement, this policy. All volunteers will be given a copy of this policy as part of their induction; Actively encouraging Management Committee members and volunteers to participate in anti-discriminatory training, and making time and resources available for such training; Monitoring the services, publicity and events provided by Forest

of Dean Baby Bank, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative, e.g. ensuring written communication is available in relevant languages, the premises is accessible for all. Continuing to learn and adapt to ensure this policy is upheld. Any person who feels that this policy has not been upheld can make a complaint, which will be dealt with in line with Forest of Dean Baby Bank's Complaints Procedure.

Monitoring and Reviewing - Forest of Dean Baby Bank is committed to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential to measure effectiveness and plan progress. The Management Committee will review the policy annually.