

WELLAND SENIORS FORUM EQUAL OPPORTUNITIES POLICY

The Equality Act came into force in October 2010 and replaces all previous equality legislation in England, Scotland and Wales - namely the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age) Regulations 2006, The Civil Partnership Act 2004, the Employment Equality Regulations 2003 (religions and belief and sexual orientation).

The Equality Act 2010 protected characteristics are: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Welland Seniors Forum (WSF) is committed to meeting our legal obligations regarding equality. We recognise that we live in a society where discrimination still operates to the disadvantage of many groups in society, (including older people).

WSF believes that all persons should have equal rights to recognition of their human dignity and to have equal opportunities to be educated, to work, receive services and to participate in society.

WSF are committed to the promotion of equal opportunities within its policies and practice, through the way we manage the organisation and provide services to the community. In doing so we will seek to ensure that no person (member, volunteer or visitors) should suffer or experience less favourable treatment, discrimination or lack of opportunities whilst fulfilling our aims and objectives.

This policy will influence and affect every aspect of activities carried out in the pursuit of those aims and objectives and all those involved with WSF will be expected to conduct themselves in an appropriate and considerate manner at all times.

Any individual who feels they have been discriminated against may make a complaint to the Chair of WSF. In the event the complaint is about the Chair, the Vice Chair.

Decisions made by the committee of WSF will not be influenced by any perceived prejudices of other individuals and all publicity will be non-discriminatory and will not seek to discriminate through limitations in its distribution.

A record of the number and outcomes of complaints of discrimination will be kept.