

## **Toller Porcorum Recreational Association (TPRAA)**

**Charity Number: 1104255**

### **Equality and Diversity Policy**

TPRAA is dedicated to encouraging a supportive and inclusive culture amongst its committee members, contractors and users of its playground. It is within our best interest to promote diversity and eliminate discrimination in our community.

Our aim is to ensure that all those wishing to join the Association's committee and provide contractual services are given equal opportunity and that our organisation is representative of all sections of society. All those involved with the Charity will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all engaged in our charitable objectives and not provide less favourable services, facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex, and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All committee members and contractors no matter whether they be voluntary or employed on contractual terms will be treated fairly and with respect. TPRAA will select committee members and contractors on the basis of their aptitude and ability.

All committee members and contractors will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our charity will be fully utilised and we will maximise the efficiency of all those involved with the objects of the charity.

TPRAA is committed to:

- To create an environment in which individual differences and the contributions of all committee members and contractors are recognised and valued.
- To create a working environment that promotes dignity and respect for every individual involved in the charities objectives.
- To not tolerate any form of intimidation, bullying, or harassment and to discipline those that breach this policy.
- To make training, development and progression opportunities available to all committee members.
- To promote equality in the delivery of all our charitable objectives, which TPRAA believes is good management practice and makes sound charitable sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.

- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

TPRAA will inform all committee members and contractors that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness when dealing with the objectives of the charity. The policy will also be drawn to the attention of funding agencies, stakeholders and customers.

TPRAA equality and diversity policy is fully supported by the Officers of the Charity and will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.