



EQUALITY AND DIVERSITY POLICY

The Council of the Friends fully recognise the importance of treating all with whom they come into contact fairly, responsibly and without discrimination. The Friends are committed to providing services which embrace diversity and that promote equality of opportunity.

Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day practices with our membership, colleagues and the public.

Membership of the Friends is open to all. The Friends will provide equality of opportunity and will not tolerate discrimination on grounds of age, disability, HIV positivity, gender, gender identity, marital status, race, colour, nationality, religion – or any other grounds.

Membership of the Council is made on the basis of experience, aptitude and ability with no other factors taken into consideration that could be construed as in any way discriminatory.

The Friends will demonstrate our commitment by:

- promoting an environment free from discrimination; treating our members, colleagues and the public fairly and with respect, and tackling behaviour which breaches this.
- recognising and valuing the differences and individual contribution that people make.
- undertaking the functions of Council, such as the consideration of funding requests for projects, by promoting equality of opportunity and diversity within the communities in which we operate and also those which may be under-represented.
- considering these requirements when deciding on any other official activities for their members.