

Model equality and diversity policy

Introduction and aims of the policy

Bristol Durga Puja recognises and values people's differences and will assist them to use their talents to reach their full potential.

The organisation will do all it can to ensure it appoints people/members based on qualifications, experience and abilities for all roles within the organisation. This policy is designed to ensure that Bristol Durga Puja complies with its obligations under equality legislation and demonstrates our commitment to treating people equally and fairly.

Bristol Durga Puja is unreservedly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (defined as Protected Characteristics as in the Equalities Act 2010).

Using fair and objective employment practices, the organisation aims to ensure that

- all volunteers and potential volunteers are treated fairly and with respect at all stages of their responsibilities
- all volunteers have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour. Such behaviour may come from other employees or by people (third parties) who are not volunteers of Bristol Durga Puja, such as customers or clients
- all volunteers have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination
- all volunteers have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.

Scope of the policy

The policy applies to

- Volunteers of Bristol Durga Puja
- Management Team Members of Bristol Durga Puja

The policy applies to all stages of employment including recruitment and selection, promotion and training (where applicable to the organisation structure of Bristol Durga Puja).

Responsibilities

It is the responsibility of Nilanjan Das Gupta to develop and lead the implementation of the equality and diversity policy.

Responsibility for approving the policy and monitoring that it is being followed rests with the management committee members of Bristol Durga Puja.

Volunteers (including management committee members) of Bristol Durga Puja have a duty to act within this policy, ensure it is followed and to draw attention to any suspected discriminatory acts or practices.

Implementation of the policy

All management team members and volunteers will be involved in creating an equality environment and one that values diversity.

Communications

Communication of the policy to volunteers through

- Publishing this document on the website of Bristol Durga Puja
- Training (where necessary)

Working with partners

In selecting our partners we will consider their commitment to Equality and Diversity by:

- Reviewing their Equality and Diversity policy

Users of our service

We will make our services accessible by:

- Publicity through our website, social media etc.

Reporting discrimination/potential discrimination

Volunteers who feel that they have suffered any form of discrimination should raise the issue through the following means:

- By reporting it to Nilanjan Das Gupta

Volunteers should also use this approach if they feel that they been the subject of harassment from someone who is not a fellow volunteer or part of management team of Bristol Durga Puja. Bristol Durga Puja will not tolerate any harassment from third parties towards its volunteers and will take appropriate action to prevent it happening again.

If a volunteer witnesses behaviour that they find offensive in relation to age, marriage or civil partnership, pregnancy and maternity, disability, gender reassignment, race, religion or belief, sex or sexual orientation, even if it is not directed at them they should also use this procedure.

Monitoring and review

This policy will be monitored to judge to what extent it is working and identify areas for improvement.

This policy will be reviewed 30-08-2022 by the management team to ensure that it remains up to date and reflects the needs and practices of the organisation.

The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered.

Date of adoption of policy 01-09-2019

Date of next review 01-09-2022