

Equal Opportunities Policy

Introduction

This policy outlines the principles of Equal Opportunities within the Friends of William Gilpin School. It applies to all individuals involved in the association and is officially endorsed by the committee of the Friends of William Gilpin School.

Our commitment

The Friends of William Gilpin School is fully committed to ensuring Equal Opportunities for every member of the association.

Definition

Decisions made by the committee and volunteers will reflect the legitimate needs of the association. Discrimination on any of the following grounds is strictly prohibited, in accordance with the laws of England and Wales:

- Age
- Disability
- Sex and gender
- Gender reassignment
- Sexual orientation
- Marital or civil partnership status
- Pregnancy or maternity leave
- Race or ethnicity
- Religion or belief
- Any other protected characteristic under current legislation

Discrimination on any of the following grounds is strictly prohibited, in accordance with the laws of Northern Ireland:

- Race or ethnicity
- Gender (including gender reassignment)
- Disability
- Religion or belief
- Age
- Sexual orientation
- Any other protected characteristic under current legislation

Rights and responsibilities

All members have the right to volunteer without fear of discrimination or harassment. Our commitment applies to all areas of volunteering, including:

- Election of committee members
- Task allocation
- Matters of conduct, disciplinary issues and grievance procedures

These model policies do not constitute legal advice or attempt to cover all situations that your association may require. We recommend that you use these model policies as a starting point to develop policies that cover your precise needs and situation. These policies are based upon our best interpretation of current guidance that has been provided by a range of sources. We will endeavour to update these policies regularly with any relevant changes.

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Every member is expected to uphold this policy, maintain respectful conduct, and ensure a discrimination-free environment.

Policy review

This policy will be reviewed annually by the Friends of William Gilpin School committee to ensure it continues to support both the organisation and its volunteers effectively.

Signatures

Approved and adopted by the committee of the Friends of William Gilpin School:

Name:	Rebecca White	Paula Rowney	Robert Morgan
Position:	Chair Person	Secretary	Treasurer
Signature:	R White	P Rowney	R Morgan
Date:	22/06/2026	07/07/2026	06/07/2026

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