



Equal Opportunities Policy and Procedure

Statement of Purpose

This policy takes account of existing legislation: the Race Relations Act 1976; the Sex Discrimination Act 1975; the Disability Discrimination Act 1995 and the Equality Act 2010.

Friends of Waterloo Park is committed to ensuring that our organisation and all our events and activities are available to any person regardless of their background. This includes people with protected characteristics as specified in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Policy

- FoWP recognises that for equal opportunities to be effective it must encompass all areas of its activities;
- FoWP aims to achieve an active membership that reflects the composition of the community it serves;
- FoWP will act to ensure that membership activities and events attract people from all sectors of the community and that activities and events do not discriminate against members of protected or disadvantaged groups;
- FoWP aims to ensure that harassment and discrimination on the basis of being a member of a protected group are not experienced by individuals and groups;
- FoWP will aim to ensure that the Trustees are representative of the membership and neighbourhood.

Procedure

- FoWP, in partnership with Norwich City Council and the Great Hospital Trust, will work towards all areas of Waterloo Park being fully accessible;
- Terms of membership will be made available on our website and notice boards;
- Meetings will be advertised on our notice boards, website and Facebook page;
- Meetings will be held in accessible places and will not be held in premises which might conflict with certain beliefs or cultures;
- FoWP will endeavour to produce publicity that follows best practice for legibility and is written in plain English;
- All activities will be widely advertised in the local community.

Policy agreed by the Trustees on 14th June 2022

Signed on behalf of the Trustees

Name A. Mitchell

Position CHAIR, FRIENDS
OF WATERLOO PARK

Date 27/7/23

And... Jean M. Cormick

Position SECRETARY/
TRUSTEES

Date 27/7/23

To be reviewed in two years.