



CHILDREN'S CANCER RESEARCH FUND

**Friends of Rosie Children's Cancer Research Fund
Equality & Diversity Policy**

SEPTEMBER 2020

Charity Registration Number: 1046278
<https://www.friendsofrosie.co.uk/>

Introduction

Friends of Rosie is committed to eliminating unlawful discrimination and encouraging diversity as a charitable fund raiser, research funding provider and in offering opportunities or contracts of employment to provide goods or services paid and unpaid. Our aim is that wherever possible our organisation will be truly representative of all sections of society and whoever is connected with it will feel respected and able to give of their best.

This policy sets out the commitment of Friends of Rosie, its Board of Trustees, and anyone acting or speaking on its behalf, to promote equality of opportunity and to work to eliminate any unlawful or unfair discrimination.

We are committed to providing equality for all irrespective of:

- Age
- Disability
- Race
- Religion or Belief
- Sexual Orientation
- Sex
- Gender reassignment
- Pregnancy and Maternity
- Marriage and Civil Partnership

These are known as 'Protected Characteristics' under the Equality Act (2010)

We will work to ensure all trustees, staff, volunteers and grant applicants are treated with respect and are not subjected to discrimination by the charity on any of these grounds. Selection for employment, contracts for services, paid or unpaid, Grant awards or any other benefits or opportunities will be on the basis of aptitude and ability.

Application

This policy applies to all members of the Charity and anyone who works with or for the Charity or is in any way associated with the Charity in whatever capacity, paid or unpaid.

Commitments

We will:

- Value diversity and promote equality of opportunity for all
- Foster good relations between people who share a protected characteristic and those who do not.
- Create an environment in which individual differences and the contributions of all those associated with the Charity are recognised and valued.
- Promote an inclusive and harmonious environment where there is mutual respect and where bullying and harassment, or intimidation will not be tolerated.
- Carry out an equality analysis of our policies, practices and procedures to ensure fairness.
- Take seriously any breaches of this policy and take appropriate action.

- Meet our legal obligations.
- Ensure equality of opportunity becomes embedded within Friends of Rosie's development and planning processes.

Responsibilities

- The Board of Trustees has overall responsibility for ensuring that the Charity operates within a framework of equality of opportunities and that this policy is fully implemented. Each manager is accountable for delivering the equality commitments in their areas of responsibility.
- All Trustees, staff or volunteers working for or with the Charity, those carrying out work or delivering service on our behalf and our partners and any other associates, are required to adhere to this policy.
- Everyone is required to promote an environment free from illegal discrimination and all forms of bullying and harassment. A failure to meet these responsibilities may result in the person or persons being required to disassociate themselves from the Charity.
- Everyone is expected to support and implement the Charity's equality and diversity policies and ensure that their behaviour and/or actions do not amount to discrimination or harassment in any way.

Policy implementation

The Trustees and administrator of Friends of Rosie will ensure that:

- Everyone associated with the Charity is made aware of this policy and related policies and the procedure for making a complaint
- Where appropriate those working with or for the Charity are provided with appropriate equality training and development
- An annual report that monitors progress is considered by the Board of Trustees
- Equality is taken into account, where appropriate, in the development of strategies, policies and procedures to ensure that they promote equality and do not unlawfully discriminate.
- All new Trustees, staff and volunteers working with the Charity are made aware of their responsibilities towards the Equality and Diversity policy.
- Compliance with this policy and related policies of the Charity is part of all Job or Grant application descriptions.
- There are sufficient resources in place to implement this policy effectively.

Complaints

- If anyone associated with the Charity believes that they have suffered any form of discrimination, harassment or victimisation the Charity will take this very seriously. All complaints will be dealt with in accordance with procedures agreed and set out under the whistle blowing policy. (See Friends of Rosie Whistle Blowing policy)
- The Charity will ensure that any alleged act of discriminatory behaviour will be fully investigated and may, dependent on the circumstances of the case, result in disciplinary action being taken against individual(s) or, where appropriate a change in policy.
- Any incidents of harassment or inappropriate behaviour which cause offence, whether intentional or not, will be treated very seriously.