**Equal Opportunities Policy**

**Introduction**

This policy sets out the principles for Equal Opportunities within Mill Ford Friends.

It is relevant to all within the association and is endorsed by the committee of Mill Ford Friends.

**Commitment**

**We are committed to building a diverse, equitable and inclusive PTA that recognises diversity, values, differences and similarities amoung people through its actions and accountability.**

The Mill Ford Friends is committed to Equal Opportunities for all members of the association.

**Definition**

It is our policy that all committee and volunteer decisions are based on the legitimate needs of the association. The Mill Ford Friends will not discriminate on the basis of race, nationality, sex, gender reassignment, marital or civil partner status, disability, religion or belief, age or any other ground on which it is or becomes unlawful to discriminate under the laws of England and Wales.

**Rights and Responsibilities**

The association recognises the rights of its members to be able to volunteer for the association without fear of discrimination or harassment.

The Mill Ford Friend’s commitment to equal opportunities extends to all aspects of volunteering including:

* Election of Committee Members
* Allocation of Tasks
* Conduct Issues, discipline and grievances.

All members have a responsibility to ensure compliance with this policy, to treat other members with dignity at all time and not to discriminate against or harass other members.

The committee reserves the right to change its Equal Oppertunities Policy to maintain consistancy with current best practice and the needs of the charity.

This policy was adopted on February 2023

Signed on behalf of Mill Ford Friends PTA ( Chairperson)

This policy was reviewed as indicated below:

February 2023 created