



## **Isle of Wedmore Good Neighbours Equal Opportunities Policy**

**Isle of Wedmore Good Neighbours (IOW GNS)** believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location.

The purpose of this Policy Statement is to set out clearly and fully the positive action that the IOWGNS intends to take to combat direct and indirect discrimination in, management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals.

The IOWGNS is committed to providing equality of opportunity in all areas of its work supporting adults in the community. It aims to overcome discrimination on the grounds mentioned above. The Committee recognises that positive steps need to be taken to ensure equality of provision in areas of representation, service provision, membership and access and will take action to make this policy effective.

### **The Aims of Isle of Wedmore Good Neighbours**

The main aim is to ensure that IOW GNS observes equality of provision in all our activities.

The IOWGNS will challenge practices, which seek to discriminate against or deny the rights of individuals or groups in any form.

The IOWGNS is committed to the equal opportunities policy set out in this document and will work to develop, improve and monitor it.

### **The Code of Conduct**

All people will be treated fairly and with equal opportunity, regardless of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location.

1. People will be treated with dignity and respect regardless of the group to which they belong.
2. People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated.

3. No one will be harassed abused or intimidated. Incidents of harassment will be taken seriously, and the Committee will undertake investigations of any complaints quickly, impartially and thoroughly.

### **Ex-Offenders**

Isle of Wedmore Good Neighbours actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records, and will not discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

We are also committed to reviewing our policy and good practice annually.

Chair's signature: Johnny Torrens-Spence



Date: 11<sup>th</sup> May 2026

Next Review due: May 2027

Please see also Recruitment of Ex-Offenders Policy