

Cheshire Federation of Young Farmer's Clubs

Equal Opportunities Policy

Purpose

The introduction of this Equal Opportunities Policy should highlight the fact that Cheshire County Federation of Young Farmers' Clubs ("Cheshire YFC") is determined to ensure that all necessary steps are taken to provide equal opportunities to all paid employees, volunteers and young people (both members and non-members) irrespective of gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, volunteers and young people will be treated fairly and equally. Selection for employment, promotion, training or any other benefit will be on the basis of ability and aptitude. All employees, volunteers and young people will be helped and encouraged to develop their full potential and the talents. The resources of the workforce and volunteers will be fully utilised to maximise the efficiency of the organisation.

Commitment

The policy will be implemented within the framework of the relevant legislation, which includes: –

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- (Indirect Discrimination & Burden of Proof Regulations 2001)
- Race Relations Act 1976 (Race Relations Amendment Act 2000)
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Human Rights Act 1998

Every employee, volunteer and young person is entitled to an environment, which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to equal opportunities in the organisation is good management practice and promotes the charitable aims of the Cheshire County Federation of Young Farmers Clubs.

Breaches of our equal opportunity policy will be regarded as misconduct and could lead to disciplinary proceedings.

The policy will be monitored and reviewed annually.

Each club within the Cheshire County Federation of Young Farmers' Clubs will hold a copy of this policy to which they make aware to their members.

Bullying & Harassment

Cheshire County Federation of Young Farmers' Clubs ("Cheshire YFC") does not tolerate any form of intimidation, bullying or harassment and this statement is an important part of the organisation's Equal Opportunities Policy.

The following are examples of Bullying and Harassment:

- Spreading malicious rumours or insulting someone.
- Copying information that is critical about someone to others who do not need to know.
- Ridiculing or demeaning someone – picking on them or setting them up to fail.
- Exclusion or victimisation.
- Unfair treatment.
- Overbearing supervision or other misuse of power or position.
- Unwelcome sexual advances – touching, standing too close, display of offensive material.

The above list is not meant to be exhaustive and merely provides examples as bullying and harassment can often be hard to recognise.

Any complaint of such conduct will be dealt with under the organisation's disciplinary and grievance procedure in respect of both Employees and Volunteers.

Any complaint or grievance can be made in confidence to the [nominated person] in accordance with the relevant procedure or to the Chairperson of the Cheshire YFC in the event of any conflict of interest.