



## Friends of Thythorn Equal Opportunities Policy

### Introduction

This policy sets out the principles for Equal Opportunities within Friends of Thythorn. It is relevant to all within the association and is endorsed by the committee of Friends of Thythorn. It will be reviewed annually to ensure that it remains appropriate to the organisation and its volunteers' needs.

### Commitment

The Friends of Thythorn are committed to Equal Opportunities for all members of the Parent, Teachers and Friends Association (PTFA).

### Definition

It is our policy that all committee and volunteer decisions are based on the legitimate needs of the PTFA. The Friends of Thythorn 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 grounds on which it is, or becomes, unlawful to discriminate against under the laws of England and Wales.

### Rights and Responsibilities

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

The Friends of Thythorn'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 PTFA members have a responsibility to ensure compliance with this policy, to treat other PTFA members with dignity at all times and not to discriminate against or harass other PTFA members.

This policy will be reviewed annually by the Friends of Thythorn committee.

Reviewed on 13/01/2023

Signed: L Noble