

SWINDON HINDU TEMPLE TRUST
EQUAL OPPORTUNITIES POLICY STATEMENT
&
CODES OF PRACTICE



Equal Opportunities Policy Statement

- 1.1 Swindon Hindu Temple Trust hereinafter referred to as “THE TRUST” is committed to promoting equality of opportunity and recognises that no employees, volunteers, members or service-users should experience discrimination on any grounds.
- 1.2 THE TRUST is committed to developing equal opportunities in all areas of its work and structure, and in particular will take positive action in the areas of volunteering, representation and service provision.
- 1.3 THE TRUST will ensure that it broadens its awareness of the effects of oppression and inequality and their implications for its work through policy which is designed and implemented in accordance with this Policy Statement.
- 1.4 THE TRUST recognises that harassment, discrimination and victimisation are often the products of false information and assumptions. THE TRUST will provide information as necessary which promotes awareness of the different needs and interests of particular groups and individuals.
- 1.5 THE TRUST is committed to promoting equal opportunities regardless of a volunteer’s status.
- 1.6 THE TRUST will challenge practices, legislation and institutions which discriminate against or curb the rights of particular individuals or groups.
- 1.7 In particular, THE TRUST will:
 - Work to ensure that all its services are provided in a way which promotes awareness of the rights and needs of particular individuals/groups and enables those individuals and groups to have access to them.
 - Work to ensure that THE TRUST membership and committees reflect the range of different needs and interests of particular groups.
- 1.8 The co-operation of all volunteers, committees and members is essential for the success of this policy; therefore, individuals and groups associated with THE TRUST will be responsible for working to achieve this policy’s objectives.
- 1.9 Behaviour or actions which are against the spirit and/or letter of this policy, including harassment, discrimination against or victimisation of any particular groups or individuals will be considered seriously and dealt with appropriately.
- 1.10 This Policy Statement will be implemented with the assistance of THE TRUST Equal Opportunities Code of Practice and reviewed annually by the Management Committee.

Equal Opportunities Code of Practice

Services

- 2.1 THE TRUST recognises that, because of discrimination, particular individuals and groups may be wary of using the services of an organisation which is not run exclusively for and by their communities or groups. THE TRUST will therefore aim to provide a welcoming, non-discriminatory service and will take positive action to encourage such individuals and groups to use THE TRUST as a resource.
- 2.2 THE TRUST will work to ensure that the views of such individuals and groups are sought and taken into consideration in the monitoring of current services and the development of future services.

Gender

- 3.1 THE TRUST is committed to actively oppose all forms of discrimination on the grounds of gender.
- 3.2 The policies stated in sections 1 & 2 will be used to combat sex discrimination. In addition, THE TRUST recognises the existence of particular forms of discrimination on the grounds of gender and will oppose these through the means stated below.
- 3.3 THE TRUST will strive to become a model of good anti-sexist practice through making its style, structure, service delivery and language accessible and appropriate to all members.

Race

- 4.1 THE TRUST is committed to actively oppose racism and all forms of discrimination faced by minority ethnic people.
- 4.2 The policies stated in sections 1, 2 & 3 will be used to combat racial discrimination. In addition, THE TRUST recognises the existence of particular forms of discrimination on the grounds of race and will oppose these through necessary means.

Sexuality

- 5.1 THE TRUST is committed to combating discrimination against people on the grounds of their sexuality and will use the policies stated in sections 1,2,3,4 to work towards this. In addition, THE TRUST recognises the particular forms which such discrimination can take and will oppose these through necessary means.

Disability

- 6.1 THE TRUST is committed to ensure that people with disabilities are given equal access to volunteering and service provision and will use the policies stated in sections 1,2,3,4 & (where appropriate) 5 to work towards this.
- 6.2 THE TRUST will work to be recognised as an organisation which is aware of and sensitive to the interests of people with disabilities in the community.
- 6.3 THE TRUST acknowledges that some areas of its premises are inaccessible to many people with disabilities and will take positive action to improve this situation within reasonable means.
- 6.4 THE TRUST will place a high priority on the physical accessibility and other appropriate facilities and services of venues when organising internal and external meetings.
- 6.5 THE TRUST is committed to offer practical support to enable volunteers and members who become disabled to continue their involvement with THE TRUST.

HIV

- 7.1 THE TRUST is committed to combating HIV/AIDS related discrimination in all its forms, and acknowledges the particular discrimination faced by people who are HIV antibody positive.
- 7.2 For the purpose of this policy document, the terms HIV, HIV positive and AIDS have been abbreviated to HIV/AIDS.
- 7.3 Volunteers and/or members will not be treated in any disadvantageous way on the basis of their actual or assumed HIV status.
- 7.4 The needs of members and/or volunteers supporting or caring for partners/relatives with HIV/AIDS will be treated sympathetically and confidentially.

Appendix 1

Definitions

Positive Action

Positive Action is used in its legal sense throughout this policy. It is action taken to redress the effects of previous unequal treatment and to encourage members of previously disadvantaged groups to apply for jobs/volunteer and/or become members of VAS.

Discrimination

Both direct and indirect discrimination occur when less favourable decisions are made about or treatment given to individuals on factors relating to racial group (origin

or nationality), sex, marital status, sexuality, age, disability, religious or political beliefs and trade union activity. It is unlawful to discriminate on the grounds of sex, marital status or race. However, in some defined situations it is legally possible to discriminate in favour of people with disabilities.

Sources

- 1 **Code of Good Practice on the Employment of Disabled People.**
Employment Service. 1990.
- 2 **Guidance on Equal Opportunities Policies and Practices in Employment.**
Equal Opportunities Commission. 1986.
- 3 **Implementing an Equal Opportunities Policy.**
NACVS. 1990.
- 4 **A Measure of Equality.**
Council for Racial Equality. 1991.

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