



# Equal Opportunities Volunteer Policy



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## 1. Statement of policy

The aim of this policy is to communicate the commitment of Belfast Hills Partnership (BHP) to the promotion of equal opportunity when volunteering with the organisation.

It is our policy to provide volunteer equality to all, irrespective of:

- Gender, marital or family status;
- Religious belief or political opinion;
- Disability<sup>1</sup>;
- Race or ethnic origin<sup>2</sup>;
- Nationality;
- Sexual orientation;
- Age<sup>3</sup>.

We are opposed to all forms of unlawful and unfair discrimination. All volunteers and prospective volunteers will; be treated fairly and selection for volunteering and training or any other benefit will be on the basis of aptitude and ability.

We are committed to promoting equal opportunities for:

- People of all genders;
- People of all religions and none;
- People with disabilities;
- Ethnic minorities;
- People of all sexual orientation;

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<sup>1</sup> Given the physical nature of some of our tasks, as outlined in the role descriptions, if you require some level of support or assistance or have any concerns, please contact our Volunteer Officer and they will be able to give you the best advice on how you can volunteer with us or another local organisation.

<sup>2</sup> Irish Travellers are recognised by the Race Relations (Northern Ireland) Order 1997 as being members of a racial group.

<sup>3</sup> Any volunteer under the age of 16 years old will need to be accompanied by a parent or guardian. 16-17 year olds will need to provide signed parental consent forms, contact our Volunteer Officer or visit our website for a copy.

We are committed to:

- Preventing any form of direct or indirect discrimination or victimisation;
- Promoting a good and harmonious environment where everyone is treated with respect and dignity and in which no form of intimidation or harassment will be tolerated.

Breaches of our Equal Opportunities Volunteer Policy and practice will be regarded as misconduct and will lead to following procedures laid out in the Dealing with Problems Volunteer Policy and Volunteer Grievance Policy.

## 2. Implementation

In order to implement this policy, we will ensure that:

- Volunteers are aware of this policy through the volunteer handbook;
- Any direct or indirect discrimination should be reported to the Volunteer Officer or another member of BHP staff and strict procedures will be followed;
- BHP will promote volunteering opportunities as widely as possible.

Reviewed by: \_\_Lisa Critchley (Volunteer Officer)\_\_ Date: \_\_22/09/2015\_\_

Approved by: \_\_BHP Board\_\_ Date: \_\_26/11/2015\_\_

Reviewed: Laura Shiels (Volunteer Officer) 28.3.22

Reviewed: Aodhan O’Kane 27/09/2023

Next review date: \_\_April 2024\_\_

