



Equal Opportunities Policy

Introduction

This policy outlines the principles of Equal Opportunities within **Friends of Crakehall School**. It applies to all individuals involved in the association and is officially endorsed by the committee of **Friends of Crakehall School**.

Our commitment

Friends of Crakehall School is fully committed to ensuring Equal Opportunities for every member of the association.

Definition

Decisions made by the committee and volunteers will reflect the legitimate needs of the association. Discrimination on any of the following grounds is strictly prohibited, in accordance with the laws of England and Wales:

- Age
- Disability
- Sex and gender
- Gender reassignment
- Sexual orientation
- Marital or civil partnership status
- Pregnancy or maternity leave
- Race or ethnicity
- Religion or belief
- Any other protected characteristic under current legislation

Discrimination on any of the following grounds is strictly prohibited, in accordance with the laws of Northern Ireland:

- Race or ethnicity
- Gender (including gender reassignment)
- Disability
- Religion or belief
- Age
- Sexual orientation
- Any other protected characteristic under current legislation

Rights and responsibilities

All members have the right to volunteer without fear of discrimination or harassment. Our commitment applies to all areas of volunteering, including:

- Election of committee members



- Task allocation
- Matters of conduct, disciplinary issues and grievance procedures

Every member is expected to uphold this policy, maintain respectful conduct, and ensure a discrimination-free environment.

Policy review

This policy will be reviewed annually by the **Friends of Crakehall School** committee to ensure it continues to support both the organisation and its volunteers effectively.

Signatures

Approved and adopted by the committee of **Friends of Crakehall School**:

Name: _____ Charlotte Johnson_____

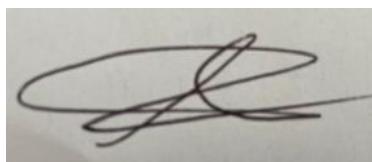
Position: _____ Chair_____

Signature: _____ 

Date: _____ 13 November 2025_____

Name: _____ Anna
Wooding

Position: _____ Secretary_____

Signature: _____ 

Date: _____ 12
November 2025