

Equal Opportunities Policy

Introduction

This policy outlines the principles of Equal Opportunities within **Friends of Blethingley Village Primary School (FOBS)**. It applies to all individuals involved in the association and is officially endorsed by the FOBS committee.

Our commitment

FOBS 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

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 FOBS committee to ensure it continues to support both the organisation and its volunteers effectively.

Policy Approval

Approved and adopted by the committee of FOBS in February 2026.

Next review: November 2026