Mid Down & Lisburn District Community First Responders

Equal Opportunities Policy

Objectives

The purpose of this policy statement is to proclaim and emphasise the commitment of Mid Down & Lisburn District Community First Responders to equal opportunity for all volunteers

It affirms that Mid Down & Lisburn District Community First Responders management will rigorously observe the principles and actively pursue the objectives set out in the discharge of their responsibilities so that the policy is fully implemented. The policy will ensure that unlawful discrimination of any kind is not shown towards any volunteer applicant

Mid Down & Lisburn District Community First Responders is an Equal Opportunity Organisation. This means that Mid Down & Lisburn District Community First Responders does not permit unlawful discrimination of any kind against any person on grounds which include gender, sexual orientation, marital status, religious belief or political opinion, race, or disability. Unlawful discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

To this end Mid Down & Lisburn District Community First Responders will:

(i) fulfil its responsibility towards its volunteers and the communities in which it operates.

(ii) recognise and to the best of its ability, fulfil its legal obligations under the The Sex Discrimination (Northern Ireland) Orders 1976 and 1988; the Disabled Persons (Northern Ireland) Employment Acts 1945 and 1960; the Disability Discrimination Act 1996; the Race Relations (Northern Ireland) Order 1997 and other relevant legislation. It is noted that the existence of law cannot of itself ensure that any policy of non-discrimination will work effectively. This will be achieved only if volunteers at all levels examine critically their attitudes towards other individuals and to ensure that no trace of discrimination is allowed to affect their judgment.
Volunteers should be aware of the forms which unfair discrimination can take, guard against them, and avoid any action which might influence others to discriminate unfairly.

(iii) There must be no direct discrimination against any eligible person, whether in recruitment, training, promotion or in any other way. Direct discrimination means treating a person less favourably in such areas as gender, marital status, religion etc.

(iv) Similarly, there must be no indirect discrimination which occurs where a requirement or condition is applied equally, but is of such a nature to lack sufficient relevance to the job and may be perceived to be unfavourable for particular groups, in that a considerably smaller proportion of the group can comply with it.

(v) it is the policy of Mid Down & Lisburn District Community First Responders that all eligible persons shall have equal opportunity for volunteering on the basis of their merits and abilities which are appropriate to the job. Mid Down & Lisburn District Community First Responders will review periodically its selection criteria and procedures to fulfil this aim.

(vi) Mid Down & Lisburn District Community First Responders will implement the measures for monitoring perceived religious affiliation of volunteer applicants and further monitor the gender, marital status, and disability status of these persons.

(vii) This policy will be clearly communicated to all management and staff, and it should also be made known to potential applicants. All existing members of staff will receive a copy of this statement, and its contents will be reflected as appropriate. It will also be made clear to potential applicants through marketing advertisements that Mid Down & Lisburn District Community First Responders is an Equal Opportunity Organisation.

Responsibilities:

1. Mid Down & Lisburn District Community First Responders will ensure that no volunteer receives less favourable treatment on grounds which include gender, sexual discrimination, marital status, religious belief or political opinion, race or disability. Mid Down & Lisburn District Community First Responders will ensure that sources of volunteers, such as advertisements, are non-discriminatory.

2. Vacancies will be advertised in as wide a variety of ways as is practicable, in order to ensure that all potential applicants are informed.

3. Specific responsibility for the practical application of this policy falls upon Mid Down & Lisburn District Community First Responders Strategic Management Committee professionally involved in management, recruitment, training, and volunteering administration.

4. Specific responsibility for ensuring the introduction and implementation of an action programme designed to consolidate and, where necessary, improve Mid Down & Lisburn District Community First Responders procedures in the interests of Equal Opportunity rests with the Strategic Management Committee.
5. All Mid Down & Lisburn District Community First Responders volunteers have a responsibility to accept their personal involvement in the practical application of this policy.
6. Mid Down & Lisburn District Community First Responders will take all appropriate disciplinary action (including dismissal) against any volunteer who is found to have contravened Mid Down & Lisburn District Community First Responders Equal Opportunities Policy

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