

CIVIC PRIDE
...Rosendale



Equal Opportunities Policy & Procedures

V0.1

07/01/2026

1. Introduction

Civic Pride Rossendale accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

The statutory requirements are laid down in the Equalities Act 2010. CPR is committed to complying with the Equalities Act 2010 and with such other Acts and statutory requirements furthering equality of opportunity for all within the charity's activities.

CPR recognises that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination.

CPR is committed to taking positive steps to ensure that:-

- All people are treated with dignity and respect, valuing the diversity of all;
- Equality of opportunity and diversity is promoted;
- Services are accessible, appropriate and delivered fairly to all; and
- The mix of its volunteers, trustees and operational committee members reflects, as far as possible, the broad mix of the population of its local community.

This policy applies to all Trustees and volunteers of CPR.

2. Commitment

Equality and diversity are central to the work of CPR.

CPR will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will seek to eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. CPR's goal is to work towards a just society free from discrimination, harassment and prejudice. The Charity aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

3. Aims

The Charity aims to:-

- Provide services and activities that are accessible;
- Promote equality of opportunity and diversity in volunteering; and
- Create effective partnerships with all parts of our community.

4. Objectives

The Charity's objective is to realise its standards by:-

- Sustaining, regularly evaluating and continually improving its services and activities to ensure equality and diversity principles and best practice are embedded and meet the needs of individuals and groups;
- Working together with the community to provide accessible and relevant activities that respond to community needs;
- Endeavouring to ensure volunteers and trustees are representative of the community served;
- Responding to volunteer's needs;
- Recognising and valuing the differences and individual contribution that all people make to CPR; and
- Challenging discrimination.

The Charity recognises, respects and values diversity in its Trustees and volunteers.

The Charity has this policy because it is a people-led organisation that wants to meet the needs of the community through fair and appropriate recruitment and deployment of the people who volunteer for The Charity.

5. Procedures

Responsibility for Implementation

This policy covers the behaviour of all people volunteering with CPR and sets out the way they can expect to be treated in turn. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, and the Operations Committee.

Method of Implementation

CPR intends to implement this policy by:-

- Ensuring that Trustees, Operations Committee and volunteers are made aware, understand, agree with, and are willing to implement, this policy. All volunteers will be given access to a copy of this policy; and
- Monitoring the services, publicity and events provided by CPR, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

CPR has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. The policy will be reviewed annually.

Dated 7th Jan 2026

Agreed by Trustees at meeting on 12 January 2026

Change Record

Date of Change:	Changed By:	Comments:
✓ 15/01/2024	C Hocking	Policy approved by the Trustees at their meeting
03/01/2025	C Hocking	Minor changes to wording
07/01/2026	R Thomson	Formatting only
12/01/2026	C Hocking	Policy approved by the Trustees