

Fight Against Blindness

FAB

Registered Charity No. 1124806

Equality, Diversity and Inclusion Policy

Introduction

Fight Against Blindness (FAB) wholeheartedly supports the principle of equality, diversity and inclusion in all its work including trustees, volunteers and its projects. We encourage and value diversity and recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, it is in the best interest of FAB to recruit and develop the best people for our work from as wide and diverse a pool of talent as possible. We must ensure and encourage equality of access to our projects to meet the demands of the community we serve.

FAB ensures it is aware of and complies with all current legislation, in particular The Equality Act 2010.

FAB recognises that many people in our society experience discrimination. Discrimination is acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation. Discrimination can be direct or indirect (where there is a requirement or condition on all, but which has an adverse impact on a particular group and cannot be justified). All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. All within the FAB community have a duty to co-operate to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. The FAB Secretary must be advised if there is any suspected discriminatory acts or practices or cases of bullying or harassment in our work.

Definitions of Discrimination

Direct Discrimination - is when you treat someone less favourably than others for unlawful means, for example not employing someone because of their gender or disability.

Indirect Discrimination - is when an employer has a policy, practice or procedure that applies to everyone but might disadvantage a particular group, and which cannot be justified in relation to the job.

Harassment - is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive working environment.

Victimisation - is when you treat someone less favourably or discriminate against them because they have pursued or intend to pursue their rights relating to alleged discrimination.

Positive discrimination - is unlawful.

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Positive action - to address imbalances in an organisation (FAB) is allowed in particular circumstances. Examples would include setting equality targets (but not quotas which are unlawful); encouraging people from particular groups to apply where they are under-represented; training for promotion or skill training for employees from underrepresented groups who show potential.

Statement of Intent

FAB aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's performance and to develop an organisational culture that positively values diversity.

Every possible step will be taken to ensure that individuals are treated fairly in all aspects of FAB's work.

Our aim is that FAB will be truly representative of all sections of society.

FAB will challenge discrimination including,
gender
marital status
race
ethnic origin
colour
nationality
national origin
religion or belief
disability
sexual orientation
gender reassignment
age

Implementation

FAB's secretary is responsible for the policy's day-to-day implementation.

Consultation

It is the responsibility of the Trustees to monitor the effectiveness of the policy.

Monitoring and review will take place annually.

Each employee, volunteer, consultant, trainer, facilitator or committee member is responsible for their own compliance with this policy. Breaches of the Equal Opportunities Policy will be regarded as misconduct.

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Grievance & Discipline

Anybody within FAB who feels they have been discriminated against should raise the matter with the FAB Chair, by emailing chair@fightagainstblindness.org, who will aim to resolve the matter informally. It may be that discriminatory action is unwitting and easily resolved once the problem is clear.

If they are dissatisfied with the outcome or the complaint is very serious the matter should be raised in writing.

A handwritten signature in black ink, appearing to read 'C Fisher'.

C Fisher
Chair FAB
May 2024

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