



## **CRU Equality and diversity policy**

Our vision is for Chicken Rescue UK to be a caring and welcoming place for Volunteers. We want to create a supportive and inclusive environment for our volunteers without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered and the diversity of people's backgrounds and circumstances will be positively valued.

This Policy will help us to achieve this vision.

### **Legal responsibilities**

The rights of our volunteers with regards to discrimination are protected by anti-discrimination legislation including:

- The Equality Act 2010
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- Employment Rights Act 1996

By adopting this Policy, we accept our responsibility to ensure that discrimination does not take place and that everyone is treated fairly and equally.

### **Aim**

The aim of this Policy is to achieve equality of experience by removing any potential discrimination in the way that people are cared for and treated by the Chicken Rescue UK, including:

- people with disabilities
- people of different sexual orientations
- transgendered and transsexual people
- people of different races
- people on the grounds of their sex
- people of faith and of no faith
- people in relation to their age
- people in relation to their social class or medical condition
- people who are married or in a civil partnership
- women who are pregnant, have recently given birth or are breastfeeding

## **Putting this policy into practice**

We aim to develop and support equality and diversity measures by:

- Providing rescue information in a variety of languages, if required
- Providing roles that are suitable for volunteers with disabilities
- Ensuring that care of volunteers is planned with their specific needs
- Involving volunteers in the design of our service
- Responding positively to the diverse needs and experiences of our volunteers and the community even when those needs are challenging to deal with

## **Comments and concerns**

If you believe you have been treated in any way contrary to this Policy or you have any comments on how we can ensure that it works better, please contact Mrs Martina Reynolds. We will investigate your concerns and take appropriate action.

## **Monitoring and review**

We will monitor the effectiveness of this Policy and the impact on all other relevant policies and practice. This review will happen when necessary and as a minimum annually.

Review date: 15<sup>th</sup> March, 2023