



MILTON KEYNES ZIMBABWE
COMMUNITY ASSOCIATION



Equality Policy

Equality Policy

The Milton Keynes Zimbabwe Community Association is committed to promoting equality, diversity, and an inclusive culture. We aim to ensure that no member, volunteer, employee, or service user is discriminated against on the grounds of age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex or sexual orientation (the protected characteristics under the Equality Act 2010).

Principles

Our Association is based on the following principles:

- Promoting equality, diversity, and human rights in our community
- Preventing discrimination, harassment, or victimization
- Ensuring equal access to our activities and opportunities
- Treating all members, volunteers, and service users fairly and with respect

We will uphold these principles in all areas of our operations, including membership, volunteering, employment practices, service delivery and decision making.

Responsibilities

- All members, volunteers and employees are expected to:
- Treat others with respect, courtesy, and consideration at all times.
- Avoid discrimination, harassment, bullying or victimisation.
- Report any discriminatory incidents or behaviours.
- Attend relevant equality and diversity training.

The Board of Trustees is responsible for:

- Providing leadership in promoting equality and opposing discrimination
- Ensuring policies, procedures and practices promote equality.
- Monitoring progress on equality and setting targets/objectives.

Service Delivery

We will ensure our services and activities are accessible and delivered equitably by:

- Promoting our services widely to all groups in our community
- Taking positive action to increase representation of under-represented groups.
- Accommodating different needs through inclusive design and reasonable adjustments

Membership and Volunteering

We will ensure fair practices in recruitment, opportunities, and treatment by:

- Advertising vacancies and opportunities widely and in accessible formats
- Ensuring fair, objective selection criteria and interview processes
- Providing equitable volunteering and training opportunities

Employment

We will be an equal opportunity employer by:

- Advertising vacancies and job specifications that do not discriminate.

- Basing recruitment and selection decisions solely on objective criteria
- Providing equitable training and professional development opportunities

Reporting and Enforcement

This policy will be effectively implemented by:

- Ensuring all members, volunteers and staff are aware of their responsibilities.
- Providing training and guidance on promoting equality and avoiding discrimination
- Establishing procedures for reporting and handling complaints/grievances
- Taking disciplinary action for any discriminatory acts or non-compliance

Review and Monitoring

This policy will be reviewed annually by the Board to ensure it remains compliant and effective. We will monitor progress towards achieving our equality objectives through data collection and analysis.