

# Ferring Retirement Club CIO (Charity No. 1212151)

## Equal Opportunities Policy

### 1. Introduction

Ferring Retirement Club CIO (the ‘**Charity**’) is a registered charity whose objects are:

*“the relief of the elderly in any manner now or hereafter deemed charitable within Ferring and the surrounding area”.*

The Charity and its property are administered and managed by appointed Trustees (the “Trustees”). The Trustees are mindful that they have a legal obligation to act in the best interests of the Charity and to ensure that the Charity is committed to upholding values of equality and diversity.

It is the personal responsibility of every Trustee to ensure that they have read and understood the policy and that they act in accordance with it.

### 2. Policy principles

The Charity is committed to the values of equality and diversity, ranging from good manners to direct discrimination. We believe that equal opportunities are essential to the values that lie at the heart of our organisation and should extend to trustees, volunteers, helpers, paid instructors, members, and any other person with whom we have a relationship.

The Charity will ensure that every aspect of its governance and operation is free from unfair discrimination and will promote equality of opportunity in every aspect of the services we provide or in our engagement with any person both internally or externally. The Charity will not discriminate on the grounds of:

- age
- gender reassignment
- sex
- sexual orientation
- disability
- race
- ethnic or national origin
- religion or belief
- political views and/or trade union membership
- marital status/civil partnership
- HIV/AIDS status and other chronic illnesses
- family/caring responsibilities
- socio-economic status
- any other circumstances which are deemed discriminatory

Equal opportunities are key to all aspects of the Charity’s operations; in particular to how they apply to recruitment of trustees and volunteers, training, facilities, procedures and services to members.

The Charity fully supports the right of all people to be treated with dignity and respect and is committed to promoting an environment free from all forms of harassment and bullying and will take appropriate steps to achieve this.

The Chair and the Secretary will monitor and review the implementation of this policy in how it relates to the recruitment and retention of trustees and volunteers.

The Charity will comply with all current and future legislation referring to equality or diversity and promote good practice in all aspects of the organisation.

The Charity will publicise this policy on its web site and will highlight it as appropriate in any recruitment documentation, publicity material and official documentation.

**3. Data protection**

Any personal information provided will be processed in accordance with the Data Protection Act 2018 and the UK General Data Protection Regulation and any subsequent UK legislation or regulations covering data protection.

**4. Review**

This policy shall be reviewed by the Trustees every two years or as appropriate.

**Edition: 31 October 2025**