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## Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Federation and its members to the promotion of equality of opportunity in Dudley Federation of Tenants and Residents Associations.

It is our policy to provide equality of membership to all, irrespective of:

- Gender
- Sex
- Social class
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being a member of a travelling community)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for the Board, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

Dudley Federation of Tenants and Residents Associations recognises that there is a statutory duty under The Equalities Act 2010 to implement an equal opportunities policy. The Equalities Act 2010 protects people from discrimination, harassment and victimisation. This policy applies to applicants for employment, volunteers and members of the Board and membership alike.

Dudley Federation of Tenants and Residents Associations is committed to the principles and practice of Equality. Dudley Federation of Tenants and Residents Associations values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person's opportunities in life.

### **Equality commitments**

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate

### Directors

**Martin Smith (Chairperson), Stan Chance (Vice Chairperson), Christine Phillips (Treasurer)  
Elaine Lloyd, George McClay, John Doughty, Tony Brain**



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- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

### **Implementation**

The Chairperson and Committee have specific responsibility for the effective implementation of this policy. We expect all members to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to members by issuing an induction pamphlet to all existing, and new members
- Dudley Federation of Tenants and Residents Associations will endeavour through appropriate training to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants for employment or recruitment to the Board.
- Ensure that adequate resources are made available to fulfil the objectives of this policy

### **Monitoring and review**

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of this policy will be reviewed bi-annually (unless issues arise, or there are legislation changes) and action taken as necessary.

### **Complaints**

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. A copy of these procedures is available from the Dudley Federation of Tenants and Residents Associations website or by contacting the Organisation Manager. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal from the organisation.

Complaints from members of the public will be dealt with under agreed procedures. A copy of these procedures is available from the Dudley Federation of Tenants and Residents Associations website or by contacting the Organisation Manager.

Updated and agreed by the DFTRA board on: 10<sup>th</sup> June 2024.

Review due by: July 2026.

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