



2024

Life for African Mothers

Equal Opportunities Policy

Document Control Sheet

Approved documents are valid for use after their approval date and remain in force beyond any expiry of their review date until a new version is available.

Name of document:	Equal Opportunities Policy
Ref Number:	Equal Opportunities Policy
Version:	2
Date of this version:	February 2024
Produced by:	This Policy has been prepared and reviewed by the LFAM Board of Trustees
What is it for?	This document is intended for all LFAM Volunteers, Trustees and Board members and anyone associated with LFAM, whether in the UK or LFAM's partner country and in any capacity.
Evidence base:	N/A
Who is it aimed at and which settings?	All volunteers in all settings
References:	
Monitoring and Evaluation:	This policy will be monitored and reviewed for effectiveness by the Board
Training and competences:	N/A
Reviewed by:	LFAM Board
Approved by:	
Date approved:	
Signed on behalf of LFAM:	
Name /Role	
Signed on behalf of LFAM:	
Name/Role	
Review Date:	March 2028
Contact for Review:	CEO LFAM



LIFE FOR AFRICAN MOTHERS (LFAM) EQUAL OPPORTUNITIES POLICY

The aim of this policy is to communicate the commitment of the board of trustees to the promotion of equality of opportunity in LFAM.

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

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveller)
- disability
- sexual orientation
- age
- Pregnancy and maternity

We are opposed to all forms of unlawful and unfair discrimination. All members of the charity as well as its Volunteers will be treated fairly and will not be discriminated against on any of the above grounds.

We recognize and accept that the Equality Act 2010 makes it unlawful for staff or volunteers to discriminate directly or indirectly, or harass clients or beneficiaries because of the protected characteristics of disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of goods and services.

LFAM recognises that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help staff and volunteers to develop their full potential and the talents and resources of each individual will be utilised fully to maximise the effectiveness of the organisation.

LFAM recognises that there is a statutory duty under British Law to implement equality of opportunities. This applies to all employees, applicants for employment, volunteers and members of the board alike.



We are committed to:

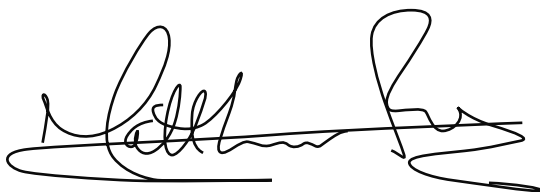
- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect 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
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

This policy is fully supported by the Chair and Board of trustees and is reviewed every 4 years.

The Chair and Board of trustees 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.

Date: 22 05 2017

Signature:



Matt Price. Chair Person



Angela Gorman CEO

CHANGE RECORD

Date of Change:	Changed By:	Comments:
Version 1 22/05/2017	Approved by Trustees	Policy approved by the Trustees
Version 2 29/02/2024		

