



SUDLEY AREA RESIDENTS' ASSOCIATION

A charitable incorporated organisation, charity number: 1190529

*SARA Hall,
Rundle Road, Aigburth,
Liverpool L17 0AQ*

Tel: 0151 726 0805

Email: steven.kearney@sudley.org.uk

Web: www.sudley.org.uk

Equal Opportunities Policy

1. Purpose of this policy

Sudley Area Residents' Association is committed to creating an environment where everyone is treated fairly, with dignity and respect. We value the diversity of the community we serve and aim to ensure that all staff, volunteers, beneficiaries, and partners have equal access to opportunities, services, and support.

2. Our commitment

We are committed to promoting equality of opportunity regardless of:

- Age
- Disability
- Gender identity or gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic background
- Caring responsibilities
- Any other characteristic that may lead to discrimination

We oppose all forms of unlawful or unfair discrimination.

3. Who this policy applies to

This policy applies to:

- Employees
- Volunteers
- Trustees
- Service users
- Contractors and partners
- Anyone representing the charity in any capacity

4. Our principles in practice

We will:

- Ensure recruitment, selection, and promotion are based on merit, skills, and experience
- Provide fair access to training, development, and volunteering opportunities
- Make reasonable adjustments to support people with disabilities or access needs

- Create a welcoming, inclusive environment for all service users
- Challenge discriminatory behaviour, language, or practices
- Review our policies and practices regularly to ensure they remain fair and effective

5. Responsibilities

Trustees are responsible for ensuring the charity meets its legal and ethical obligations and will apply this policy consistently and address concerns promptly. Staff and volunteers are expected to treat others with respect and uphold the values of equality and inclusion.

6. Reporting concerns

Anyone who experiences or witnesses discrimination, harassment, or unfair treatment is encouraged to raise their concerns. Issues can be reported to a trustee. All concerns will be taken seriously and handled sensitively.

No one will be victimised for raising a genuine concern.

7. Monitoring and review

We will review this policy annually, or sooner if required by changes in legislation or organisational needs. Feedback from staff, volunteers, and service users will help shape improvements.

This policy was adopted by the trustees on: **03/04/2026**

This policy was last reviewed on: **03/04/2026**

The next review date is on or before: **03/04/2027**