



Equal Opportunities Policy

Richmond Good Neighbours

Policy effective from: July 2019

Approved by: Board of Trustees

Last reviewed on: April 2024

Next review due by: April 2027

Version history

Version	Description of change	Author	Approved
2.0	Standardised Formatting and Document control added.	Richard Seaborne	Board of Trustees, April 2024
1.0	Original version.	Harriet Devey	Name 2/7/2019



Richmond Good Neighbours (RGN) is a voluntary neighbourhood care group committed to promoting the welfare of people in and around the area of Richmond. Volunteers offer regular support, friendship, and practical help to anyone in the area thereby helping to keep people in their own homes.

RGN is committed to a policy of equality of opportunity that respects the identity, rights, and value of each individual. Recognising that discrimination exists, RGN is committed to opposing all direct and indirect discrimination in the organisation against people on the grounds of ethnic origin, religion, culture, disability, gender, sexual identity, age, and family status.

RGN declares its intention to work to promote equality of opportunity in employment practices, access to services, service provision, committee structure, committee membership and meetings, volunteer recruitment, selection, and training.

RGN will treat DBS check applicants who have a criminal record fairly and will not discriminate because of a conviction or other information revealed. Having a criminal record will not necessarily bar an individual from working with RGN. This will depend on the nature of the position and the circumstances and background of the offence(s) and the relevance to the post in question.

RGN will work towards the implementation of this policy and will monitor and evaluate its effectiveness, and review its content no less than every three years.