

Foggys "invisible illness" Support

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EQUAL OPPORTUNITIES POLICY

Foggys "invisible illness" Support recognise that everyone has a contribution to make to our society and a right to equal opportunity.

No job applicant or employee, member, volunteer or organisation / individual to which we provide services will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time, full-time or temporary), volunteers, members, and beneficiaries will be treated fairly and with respect.
- Membership is open to a person diagnosed with an "invisible illness". Our primary support is for:
 - Arthritis
 - Chronic Fatigue Syndrome
 - Chronic Widespread Pain
 - Fibromyalgia
 - Irritable Bowel Syndrome
 - M. E. Myalgic Encephalopathy
 - Ménière's Syndrome
 - Myofascial Pain
 - Rheumatic Conditions
 - Seasonal Affective Disorder
 - Trigeminal Neuralgia



- All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.
- Selection for employment / volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection / rejection decisions will be recorded.
- All employees / volunteers / members will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.
- All employees / volunteers / members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to Deb Cooke, Foggys Founder.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff, volunteers, members and beneficiaries are recognised and valued.
- Every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff/volunteers.
- Equality is good Management practice and makes sound sense.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.
- This policy is fully supported by the Committee/Admin Team and has been agreed with members and/or employee representatives.
- The policy will be monitored and reviewed annually.
- The successful implementation of this policy depends on the awareness and commitment of all staff / volunteers / members of the Committee/Admin Team. Hence, all new staff / volunteers / members of the Committee/Admin Team will be made aware of its existence and on joining the organisation, and reminded they must conform to it on a regular basis.

This policy has been adopted by Foggys “invisible illness” Support through the Committee/Admin Team who remain responsible for its review on an annual basis.

Date adopted: 1st March 2014

Date last reviewed: 1st August 2019

The following designated person has been nominated by this organisation to refer allegations or suspicions of neglect or abuse to the statutory authorities. The designated person is Deb Cooke.

In the absence of the designated person, the matter should be brought to the attention of the second designated person. The second designated person is Cheryl Heyne.