**Drogheda Hospice Homecare Foundation Equality and Diversity Policy**

Drogheda Hospice Homecare Foundation is committed to encouraging equality, diversity and inclusion among our board members, members and volunteers, and eliminating unlawful discrimination.

The aim is for our organisation to be truly representative of all sections of society, and for all members and volunteers to feel respected and able to give their best.

The organisation - in providing services - is also committed against unlawful discrimination of members, volunteers or the public.

The policy’s purpose is to:

* provide equality, fairness and respect for all
* not unlawfully discriminate because of the Equal Status Act 2000-2018 protected characteristics of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation, family status and members of the travelling community
* oppose and avoid all forms of unlawful discrimination. This includes our code of conduct, dealing with grievances and discipline.

The organisation commits to:

Encourage equality, diversity and inclusion in our charity as they are good practice

Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

This commitment includes informing people about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include members and volunteers conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.

All members and volunteers should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their volunteering, against fellow volunteers, clients and the public

* Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, clients and the public and any others in the course of the organisation’s work activities.

Such acts will be dealt with as misconduct under the organisation’s grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both a human rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

* Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
* Monitor the make-up of the organisation regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by the Board of Directors.

Details of the organisation’s grievance and disciplinary policies and procedures can be requested by emailing droghedahospicehomecare@gamil.com.