

Policy number	1EP	Version	2
Drafted by	Vivienne Carson	Approved by Board on	
Responsible person	Mervyn Hall	Scheduled review date	March 2023

Fermanagh Genealogy Centre Equality Policy

POLICY STATEMENT

Fermanagh Genealogy Centre (FGC) recognises that discrimination and victimisation as unacceptable and that it is in the interests of the FGC and its Members/Volunteers to utilise the skills of the all the Members/Volunteers. It is the aim of the FGC to ensure that no Members/Volunteers receives less favourable facilities or treatment (either directly or indirectly) on the grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (**The 9 protected characteristics**).

Our aim is that FGC Members/Volunteers will be truly representative of all sections of society and each Member/Volunteer feels respected and able to give of their best.

FGC oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all FGC Members/Volunteers.

All Members/Volunteers will be treated fairly and with respect based on aptitude and ability. All Members/Volunteers will be helped and encouraged to develop their full potential and the talents and resources of the Members/Volunteers will be fully utilised to maximise the efficiency of FGC.

Members/Volunteers will not discriminate directly or indirectly, or harass clients because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of the FGC goods and services.

This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and other statutory bodies.

Fermanagh Genealogy Centre Commitment

To create an environment in which individual differences and the contributions of all our Members/Volunteers are recognised and valued.

- Each Member/Volunteer is entitled to a volunteering environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- To promote equality which FGC believe is good practice
- FGC will review all our enrolment practices and procedures to ensure fairness.
- Breaches of Fermanagh Genealogy Centre equality policy will be regarded as misconduct.
- This policy is fully supported by FGC directors.
- The policy will be monitored and reviewed regularly.

Responsibility of FGC Directors

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Directors/Committee to ensure that FGC Members/Volunteers operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. FGC will ensure that all their Members/Volunteers are aware of this policy and the arrangements, and the reasons for this policy.

Any person wishing to make a complaint, can do so verbally, by email or letter.
By post: to the following nominated complaints personnel.

Frankie Roofe - FGC chairperson.

Mervyn Hall - FGC secretary.

Mary Anne Grant - FGC website administrator.

Vivienne Carson - FGC policy administrator.

Addressed to:

Fermanagh County Museum,
Enniskillen,
Co. Fermanagh,
BT74 7HL

By email: fgc2012@hotmail.com stating for the attention of the above complaints' personnel

FGC complaints panel will ensure all complaints are investigated fairly and in a timely manner as inline with FGC complaints policy.