



The Hygiene Bank Ireland Equal Opportunity Policy

Purpose

The purpose of this policy is to ensure that The Hygiene Bank Ireland meets its legal responsibility in relation to Equality and Diversity.

The Equality Act 2000-2018 protects people from discrimination in the workplace and in wider society. The Act identifies the following nine characteristics that are protected:

- Gender
- Marital status
- Family status
- Age
- Disability
- Sexual orientation
- Race
- Religion
- Membership of the Traveller community

The Hygiene Bank Ireland will also protect volunteers against discrimination based on gender reassignment.

Scope

This policy applies to all volunteers, trustees and employees of The Hygiene Bank Ireland.

Objective

The Hygiene Bank Ireland's mission is to bring communities together to tackle hygiene poverty, providing essential hygiene and personal care products to those needing help, regardless of race, national or ethnic origin, citizenship, colour, religion, sex, sexual orientation, gender reassignment, income source, age or mental or physical ability.

We aim to create effective partnerships within all parts of our community and provide services that are accessible according to need.

The Hygiene Bank Ireland is committed to:

- Tackling social exclusion, inequality, discrimination and disadvantage
- Ensuring all people are treated with dignity and respect, valuing the diversity of all;
- Actively promoting equality of opportunity and diversity;
- Delivering services that are accessible, appropriate and delivered fairly to all;

- Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- The mix of its employees, volunteers, trustees and patrons reflects, as far as possible, the broad mix of the population of its local community;
- Encouraging traditionally disadvantaged sections of the community to participate in policy decisions about, and the management of the services provided;
- Providing fair resource allocation

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The Hygiene Bank Ireland's goal is to work towards a just society free from discrimination, harassment and prejudice. The Hygiene Bank Ireland aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Implementation

Overall responsibility for ensuring adherence to and implementation of this policy lies with every volunteer.

The Hygiene Bank implements this policy by:

- Ensures that all recipients of donations have equal access to products.
- Ensures that no service user, employee, volunteer is treated less favourably on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy/maternity, race, religion or belief, sex, sexual orientation or membership of the Traveller community.
- Value and support equality and diversity throughout its activities.
- Ensuring that trustees, staff, volunteers and users are made aware, understand, and are willing to implement, this policy. This forms part of the induction training process for all.
- Monitoring the services, publicity and events provided by The Hygiene Bank Ireland, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.
- Continuing to learn and adapt to ensure this policy is upheld. Any person who feels that this policy has not been upheld can make a complaint, which will be dealt with in line with The Hygiene Bank Ireland's Complaints Procedure.

Revision history and next review

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Signed:

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Chair of the Board