



## EQUAL OPPORTUNITIES

*Last updated by Matt Cowie and Oyin Adewale on 23/03/25*

*Approved by trustees on 23/03/25*

### 1. Equal Opportunities

1. Campus aims to create a secure and inclusive atmosphere at all times, making everyone feel welcomed. Campus recognises the Equality Act 2010 as the legal minimum standard and complies with the duties set out in it.
2. Campus recognises that we live in a society where discrimination still operates to the disadvantage of many groups. Campus believes that everyone should have equal rights and opportunities.
3. Campus is committed to securing full equality of opportunity in all aspects of Campus activities including provision of services, recruitment of helpers, and the individual responsibilities of volunteers.
4. The objective of this policy is that no Campus volunteer or child should suffer or experience less favourable treatment, discrimination or lack of opportunities on the grounds of any protected characteristics, (age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation) or any other grounds which cannot be shown to be justifiable in the context of this policy.
5. The Campus EC has responsibility for the effective implementation of this policy, and we expect all volunteers to abide by the policy and help to ensure that the secure and inclusive atmosphere is maintained.
6. This policy will be made available to all volunteers and other interested persons.
7. All those who are interviewing and selecting volunteers must use non-discriminatory selection techniques. These include having an interview panel with a minimum of two people, who will ask questions that are relevant to the role to assess skills and attributes. Selection decisions should not be affected by any prejudices of the volunteers who are interviewing. All candidates to become adult volunteers or young helpers should be assessed on their suitability to perform the role, not on any protected characteristics.
8. Due to the nature of Campus' work, there is one exception to the above:
  - a. Campus undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed. However, where there is potentially relevant information revealed, the DBS team on behalf of the trustees may decide that the history prevents the volunteer being a suitable on-project helper or trustee. Further information is available in the DBS Checks policy.
9. All volunteers are expected to conduct themselves in a professional and considerate manner at all times. Campus will not tolerate behaviour such as: making threats; physical violence; shouting; swearing at others; persistent rudeness; isolating or ignoring certain people; telling offensive jokes or name calling; displaying or distributing offensive material such as pornography or sexist/racist images; or any other forms of harassment or victimisation. This list is not exhaustive and should be considered in conjunction with Campus' Code of Conduct.
10. The items on the above list of unacceptable behaviours are considered to be disciplinary offences and can lead to disciplinary action being taken. Campus does, however, encourage volunteers to resolve misunderstandings and problems informally between themselves, where appropriate.
11. Campus will treat seriously all complaints of discrimination made by volunteers, trustees, beneficiaries or third parties and will take action where appropriate. Complaints will be investigated in accordance with the Campus Complaints policy. The complainant will be informed of the outcome in line with these procedures.

12. Campus recognises the rights of transgender people, both volunteers and children. On-project arrangements will be made on a case-by-case basis, considering the rights of all people involved. Official records must be kept in a person's legal name.

#### **Appendix**

1. [Campus DBS Checks Policy](#)
2. [Campus Complaints Policy](#)
3. [Equality Act 2010](#)
4. [Campus Code of Conduct](#)