North Solihull foodbank

equal opportunities statement

We are committed to promoting equal opportunities in all aspects of your time with us, including recruitment, training, support, problem solving and leaving. To this end, you will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity status, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics).

The Trustees of North Solihull Foodbank recognise the rights of all people of any belief, religious or otherwise, and, whilst offering a Christian perspective, will not put any pressure whatsoever on a person to change their views.

Discrimination

As a volunteer, you must not unlawfully discriminate against or harass other people. The following forms of discrimination are prohibited:

- Direct discrimination: treating someone less favourable because of a Protected Characteristic.
- Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely people with a particular Protected Characteristic more than others, and is not justified.
- Harassment: this includes sexual harassment and other unwanted conduct relating to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
- Disability discrimination: this includes direct or indirect discrimination, any unjustified less favourable treatment because of the effects of a disability and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Criminal convictions

Unless the nature of the position allows questioning about your entire criminal record, we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974.

At interview, or in separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to your position may lead to withdrawal of the offer to volunteer.

Every person undergoing a DBS check will be made aware of the DBS Code of Conduct.

Having a criminal record will not necessarily bar you form volunteering with us. This will depend on the nature of the role and the circumstances and background of your offences.

Disabilities

If you are disabled or become disabled, we encourage you to tell us about your condition so we can consider what reasonable adjustments or support may be appropriate.

Breaches of this policy

We take a strict approach to breaches of this policy.

Any breaches will be dealt with in accordance with our Problem-Solving Procedure.

Serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal

If you believe you have been subject to discrimination you can raise the matter through our Problem-Solving Procedure.

You must not be victimised or retaliated against for complaining about discrimination. However, making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our Problem-Solving Procedure.

The Trustees approved this equal opportunities statement at the trustees meeting held at Auckland Hall on the 23rd January 2026

Name: Simon Hogan Signed: Simon Hogan.

Position: Chairman of Trustees Date: 23/1/2026

For further information visit hub.foodbank.org.uk