

Group Logo

Add your group name here

Equality, Diversity & Inclusion Policy

Date of approval & adoption	Approval by & at	Review Required

ADD YOUR GROUP NAME HERE

We are committed to being an organisation in which everyone is included and valued and which provides equality of opportunity and freedom from discrimination.

Policy Statement

- We are committed to the principles enshrined in the Equalities Act 2010.
- We are committed to achieving an organisation in which everyone, whatever their socio-economic or personal characteristics, feels included and valued, and which provides equality of opportunity and freedom from discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religious beliefs, economic status, age or sexual orientation.
- This Policy aims to remove unfair and discriminatory practices within the organisation and to encourage full contribution from its diverse community.
- We are committed to actively opposing all forms of discrimination.
- We aim to ensure that all the activities which we organise are open and accessible to all.
- We believe that all our members and all park users are entitled to be treated with respect and dignity, and to feel included and valued.

Objectives of this Policy

- To reduce, stop and prevent all forms of discrimination.
- To encourage practices and ways of interacting with people that make everyone involved with us and feel included and valued.

Definition of Discrimination

- Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, based on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religion, economic status, age, sexual orientation. Discrimination may be direct or indirect.

What is inclusion

- When we refer to people feeling included, we mean that they feel a sense of belonging and a sense of feeling respected and valued for who they are.
- We will always seek to ensure that our methods and styles of interaction make people feel engaged and connected to the extent that they want to be irrespective of their socio-economic status and personal characteristics.
- It is about valuing and welcoming all individuals, giving equal access and opportunity to all and removing both discrimination and other barriers to involvement.
- Work towards inclusion must be pro-active, involves and understands that everyone has something to contribute, and everyone needs to feel welcomed, comfortable, and valued for the contributions they do make.

Responsibility for the Implementation of this Policy

- The active commitment and co-operation of all involved with us is essential for the success of this Policy. However, the ultimate responsibility for achieving the objectives of this Policy, and for ensuring compliance with relevant Legislation and Codes of Practice, lies with the elected Officers.
- All members will abide by this policy and must act in a way that does not subject any other Members or park users to direct or indirect discrimination on the grounds of race, colour, nationality, economic status, ethnic origin, gender, marital status, disability, religion, age or sexual orientation.

Acting on Discriminatory Behaviour

- Any issues, concerns or specific allegations of discriminatory behaviour should be initially directed to the Chair, and if unresolved may be brought up at the following general meeting.

The Extent of this Policy

- We will work pro-actively to apply the provisions and spirit of this policy in our day-to-day activities and interactions with everyone involved with us.
- We seek to ensure that any sub-contractors, agents, etc act in accordance with this Policy, but accept no liability for the actions of sub-contractors and agents.