



Inclusion, equality, diversity

“All are welcome. Everyone is needed.” This is the foundation of Transition Stroud (TS). This policy outlines our approach towards truly making everyone welcome, in our organisation, our processes and our activities.

By working for or with us, you agree to follow this policy.

Transition leaves no-one behind

TS is engaged in areas – sustainability, climate action, nature recovery, community building – that historically have reflected, listened to, and acted according to the interests of groups of people who do not reflect the composition of society as a whole.

We want everyone to be actively involved with TS. We want to work for everyone’s benefit. We want to help overcome barriers to participation in our communities’ futures. We are actively interested in:

- ◆ Challenging the assumptions and practices of the past.
- ◆ Recognising and changing unquestioned historic biases.
- ◆ Encouraging people who generally are ‘not in the room’, who at present feel or actually are excluded, to come forward and take part in what we do.
- ◆ Increasing the diversity of people involved in what we do and hearing unheard and under-represented perspectives.
- ◆ Widening access to action.
- ◆ Understanding where our actions will do the most good, that some groups of people experience the detriments we want to address more keenly than others.
- ◆ Creating and sustaining an inclusive and just working environment, for us and for the public.
- ◆ Making decisions regarding employment and participation purely on merit.
- ◆ Equality of opportunity, consideration and treatment; opposing discrimination.
- ◆ Fair transition to a sustainable future.

Conspicuous position

Where appropriate and possible we will highlight our position on inclusion, equality and diversity in our activities and communications.

Legally-protected characteristics

Discrimination is treating people differently based on an aspect of their being. The Equality Act 2010 prohibits discrimination based on certain legally-protected characteristics (LPCs):

- ◆ Age.
- ◆ Disability.
- ◆ Gender reassignment.
- ◆ Marriage and civil partnership.
- ◆ Pregnancy and maternity.
- ◆ Race (including colour, nationality, and ethnic or national origin).
- ◆ Religion or belief.
- ◆ Sex.
- ◆ Sexual orientation.

We note there are some exemptions and exceptions allowed under the Act.

Where a person with an LPC needs us to make an adjustment in our processes or systems to allow them to work with us, or be our client, then we will do that provided it is within our reasonable capacity to do.

Further considerations

At TS, we also note the following:

- ◆ Gender.
- ◆ Neurodivergence.
- ◆ Political affiliation.
- ◆ Responsibilities as a carer.
- ◆ Socio-economic background.

Forms of discrimination

Discrimination may be:

- ◆ Direct. A disadvantage aimed at specific people and related to a LPC of theirs.

- ◆ Indirect. A disadvantage from an action applied to everyone that affects only those people with a specific LPC.
- ◆ Associative. A disadvantage applied to a person because of their relationship with another or others with specific LPCs.
- ◆ Perceptive. A disadvantage applied to a person in the assumption that they have a specific LPC.

Intent

Discrimination happens regardless of intent. How it is remedied does depend on intent, but it must be remedied fairly.

Vigilance

We commit to actively questioning our actions and statements, and those of others with whom we are engaged in TS business, for disrespect and discrimination.

Should we find we have, or be found to have, been disrespectful or discriminatory, we act to remedy the situation.

Concerns raised in respect of this policy

TS aims to create an enabling atmosphere in which everyone can courteously and orderly report and see resolved any behaviour that goes against this policy.

We hope that colleagues can resolve minor issues amongst themselves, but if they can't or if there is a major issue involved, then the issue should be reported, in confidence, to the TS Coordinator. If for any reason that is not possible or appropriate, the issue should be reported to a TS director.

It is then the responsibility of the Coordinator or director to resolve and remedy the issue according to the resources and options available to TS, which may include, but is not limited to:

- ◆ Apology.
- ◆ Cancellation of affiliation or contract.
- ◆ Decision not to work with an individual, supplier, partner, client or other in the future.
- ◆ Official complaint.
- ◆ Referral to the police or other suitable authority.
- ◆ Resignation or dismissal.
- ◆ Training.

All concerns of this nature are taken seriously. All disrespect and discrimination is considered misconduct, potentially gross misconduct.

Appeals to the TS Council following a decision are allowed. Concerns may be considered vexatious if voiced repeatedly and without foundation.

Third parties such as customers, clients, suppliers and neighbours are not bound by this policy, but we are and will act as we can to preserve a safe and respectful environment, and will adjust our relationships with them accordingly.

Details will be kept confidential as far as is possible.

Contentious circumstances

At times it may be the point of a given activity, for example a public debate, where potentially and actually disrespectful and discriminatory views may be expressed which in normal circumstances which cause us to withdraw from participation.

We will tolerate these circumstances if there is sufficient potential benefit to counter the offence or harm being caused.

Hate often hides

We may not immediately realise that an individual, group or cause is associated with discrimination, oppression, hate or criminality.

Just because we have previously worked with a person or organisation does not mean we will again once their activities and viewpoints become understood by us.

We are aware that, for example, hate groups frequently use coded language and images to identify themselves, promote and justify their views, incite violence, or for the purposes of dehumanisation and demonisation, and apologise unreservedly if we miss instances of their use.

Fellow travellers

Any person or organisation knowingly and deliberately associating with a hate group will be considered to themselves hold those views.

Monitoring

This is a policy in which it is reasonable to request, hold and analyse personal data so that we may establish our success and improvement in reaching all parts of our communities equally and fairly.

We will collect such data that supports this aim as and when is appropriate.

We will use this data solely to review our practices and procedures, and this policy, to ensure fairness, and also to update them to take account of changes in the law.

This version agreed by the TS Council on 5th December 2024

To be reviewed December 2026, or as needed by TS Council, whichever is the soonest.