

Yare Valley Society

Equality and Diversity Policy

The Policy applies to all committee members, members, and users of the Society's services. (The Society is managed entirely by volunteers and there are no employees.)

Aims

The Society's aims are to:

- treat members, users of the Society's services, members of other organisations, and the public equally, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation;
- promote services and activities that are available and accessible to all;
- promote equality of opportunity and diversity in all its activities.

Objectives

The Society's objectives are to:

- comply with the Equality Act 2010 and with all relevant equalities' legislation;
- provide a welcoming environment to all;
- promote equal access to opportunities within the Society;
- encourage participation from people of all backgrounds, especially those who are underrepresented or marginalised;
- monitor, evaluate, and continuously improve its practices in regard to equality and diversity.

Responsibilities

- The committee is responsible for promoting equality and diversity, and for implementing, monitoring and reviewing the Policy.
- All members are expected to uphold the principles of this policy in their activities, interactions, and decision-making.
- All members are encouraged to support the Society's commitment to equality and diversity, and to report any concerns.

Implementation

The Society will:

- Raise awareness of the details of the Policy to all current and new members;
- Provide training and guidance as necessary to ensure understanding and compliance;
- Review its policies and practices regularly, adapting them in the light of feedback, legal changes, and societal developments;

- Act to address any breaches of this policy;
- Make reasonable adjustments to remove barriers to access for people with disabilities or additional needs.

Dealing with Complaints

Any complaints about the effectiveness of the Policy or of its implementation should be addressed to the committee. If the complaint relates to personal discrimination or harassment the committee will investigate the complaint promptly, and fairly, listening to all involved.

If the complaint is against the Society as a whole, the committee will work to ensure that such discrimination is not repeated in the future, and will inform the members of how they propose to do this.

The Society will support anyone who makes a complaint, and will not victimise or treat them less well because they raised the complaint.

Monitoring and Evaluation

The Society will monitor regularly the effectiveness of its Policy by:

- seeking feedback from members about their experiences and perceptions of inclusion;
- reviewing complaints, incidents, and concerns relating to equality and diversity.

Review and Amendment

The Policy will be reviewed by the committee biannually, or following any significant change in legislation or best practice, or when there are any perceived failings in its effectiveness. Reporting where appropriate, to the Society's members and the public.