

Black Park Shed

Equality and Diversity Policy

1. Purpose

This Policy sets out Black Park Shed's commitment to promoting and supporting Equality and Diversity in our community, our meeting place and in the services we provide.

2. Scope

The Policy applies to all members of Black Park Shed.

3. Policy Statement

As a provider of services to our local community, we acknowledge our role in promoting equal opportunities and challenging discrimination wherever it occurs. This Policy sets out our commitment and the actions we will take in order to achieve equality of opportunity.

We will comply with and adhere to The Equality Act (2010) which provides a single framework to tackle disadvantage and discrimination of people with protected characteristics.

We will ensure that no member, trustee or officer will receive less favourable treatment because of: -

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Our elected Management Committee acknowledge their overall responsibility for the effective operation of this policy. However, every person associated with Black Park Shed has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with everyone – including members, volunteers, officers, donors and partners.

4. Our Commitment

We will demonstrate our commitment by:

- aiming to build an organisation which reflects our service user base within the diverse communities in which we work,
- treating our members, colleagues and stakeholders fairly and with respect,
- promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this,
- recognising and valuing the differences and individual contribution that people make,
- providing support and encouragement to all members to develop and increase their contributions to Black Park Shed through the enhancement of their skills and abilities.

Our aim is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our members, volunteers, Trustees, and partners.

5. Specific Provisions

The following section set out, in broad detail, the specific provisions Black Park Shed has to support equality in our meeting place.

5.1 Membership

We will ensure that membership application forms do not imply any stereotyping or inadvertently exclude particular groups or communities.

5.2 Making the work place an accessible, friendly and positive environment.

Accessible Workspace

We will endeavour to ensure, as far as is practicable, that our premises are fully accessible. We will give sympathetic consideration to any requests for reasonable adjustments to facilitate improved working conditions for those with disabilities or long term conditions.

Use of Language

Black Park Shed will take care to ensure that we use inclusive language. Black Park Shed expects our members to refrain from, and to challenge the use of, language which belittles, disadvantages, excludes or which may reasonably be considered offensive to;

- ✓ Groups representing people with disabilities and/or individuals with disabilities
- ✓ any race, culture, religion, nationality or belief

- ✓ a person's sexual orientation, gender or age
- ✓ or any other protected characteristic

Where the language used has a personal impact on others, it should be made clear to the person concerned that their use of such language is unwelcome and/or offensive. Disciplinary action will be taken if they persist with such use.

Sexual Harassment

No member, volunteer or trustee should be subject to sexual harassment. This is interpreted as unwanted behaviour of a sexual nature including:

- ✓ Verbal sexual abuse
- ✓ Physical contact
- ✓ Repeated remarks of which an individual finds offensive including reference to third parties
- ✓ Sharing or display of offensive materials

If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the issue shall be addressed as set out in the Black Park Shed Code of Conduct.

5.3 Dealing with Complaints

If any member feels that they have been, or are being discriminated against in any way, they are encouraged to raise the matter as soon as possible with the most relevant person, which will usually be Chair of the Management Committee.

All instances or complaints of discriminatory behaviour will be treated seriously and investigated thoroughly.

6. Signature and Review:

Signed

Name
on behalf of Black Park Shed

Date

This policy will be reviewed every three years.