

Cragg Vale Community Limited Equality and Diversity Policy

Cragg Vale Community Limited is opposed to all forms of discrimination. The principles of this statement apply to Cragg Vale Community Limited Committee Members, members, and volunteers. We believe creating equality of opportunity for all our members and volunteers, current or potential, will assist us in achieving our strategic aims. We are committed to effectively implementing and monitoring the policies and procedures we have in place designed to ensure that no-one is unfairly treated.

It is our intention to provide access to our activities and events solely on merit. We aim to recruit members, volunteers and participants without reference to irrelevant characteristics such as:

- gender or gender reassignment
- ethnicity (including ethnic or national origin or race)
- disability
- age
- sexual orientation
- marital or civil partnership status
- pregnancy or maternity
- religious or political beliefs (or none)
- socio-economic background
- trade union membership
- family circumstances

Cragg Vale Community Limited's responsibility for successfully implementing this statement is a shared one and can only be achieved if everyone within the organisation including members, volunteers, and participants, applies its principles. In return Cragg Vale Community Limited is committed to encouraging everyone to:

- treat others with respect at all times
- challenge discriminatory behaviour, attitudes or practices whenever they occur
- participate in training and learning opportunities that would enable them to consider their own prejudices and adopt good practice
- publicise and raise awareness of this statement and its supporting policies among members, volunteers (including visitors and participants where relevant)
- operate a fair, open, and transparent procedure for recruiting members and volunteers
- promote the use of inclusive language and avoid the use of words or phrases which are discriminatory or exclusive in all and any meetings and correspondence
- ensure that all Cragg Vale Community Limited policies, procedures, functions, activities, strategies and decisions, take account of our aims for promoting and achieving equality and diversity

Anyone who believes they have suffered from any form of discrimination, harassment or victimisation by any member of Cragg Vale Community Limited or in the course of any our events or activities is entitled to raise the matter with the Chair or any Member of the Committee. The details of the complaint shall be circulated to all Committee Members within 14 working days. The Committee must then meet either in person or 'virtually' within one month to discuss and investigate the complaint and take appropriate action to ensure compliance with this policy at all times. The complainant shall be notified of the action taken by the Committee in response to their complaint

NB: Nothing in this policy precludes an individual's right to have recourse to other remedy.

Policy adopted: 2015

Reviewed and amended: 2024