



## EQUALITY & DIVERSITY POLICY

### Aims

**Woodditton Social & Community Group** (“the **Group**”) is open to all residents of Woodditton and Little Ditton. We aim to bring the community together via social events and community activities, to provide friendship and mutual support and enhance village life for all members.

We aim to treat every member equally and with respect, regardless of their age, disability, neurodiversity, gender reassignment, marriage or civil partnership, pregnancy or maternity, race (including colour, ethnic or national origin), religion or belief, sex, or sexual orientation.

We also understand and recognise the following types of discrimination to be vigilant of:-

- Direct Discrimination
- Indirect Discrimination
- Unconscious Bias
- Harassment
- Victimisation

### Accessibility

We will also make reasonable adjustments for our meetings, events and activities to allow access to all and consider individuals requirements to ensure that their needs are met where possible.

We are committed to ensuring any member of the **Group** is able to attend our events and activities, so we will reassess our access requirements to meet the needs of all new members.

We intend to offer a range of events and activities, which will either be; free to all, by voluntary contribution, subsidised by the **Group**, or at market rate. The later will be fund raising events to enable the **Group** of subsidise other activities and events, wholly or partly, to enable them to be accessible to all members.

### Diversity

Our **Group** belongs to all members. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people in the community.

The **Group** should be open to new ideas, and particularly prioritise opportunities for members to share their cultural heritage or lifestyle choices with one another.

At meetings, events and activities organised by the **Group** members will also respect and use the pro-nouns preference of all members attending.

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## Inclusion and respect

Every member of the **Group** should be made to feel equally welcome and included at all **Group** meetings, events and activities.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the **Group**.

The **Group** does not represent any political or religious activities or opinions.

## Dealing with discrimination and harassment

If any member feels they have been discriminated against by another member or the **Group** as a whole, this should be either raised at the next Member's Meeting, or directly in writing to the Chair or Secretary. The Chair and Secretary will investigate the complaint and discuss with members of the **Group**, listening to all members involved. (If the complaint is against a particular member, that member will not be part of conducting the investigation).

If the complaint is against a particular member, that member will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will have the same opportunity. If the complaint is against the **Group** as a whole, the **Group** must fully understand the issue, learn from its shortcomings and work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the **Group** due to discriminatory or harassing behaviour will be made with reference to the **Group's** constitution.

The **Group** will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy was adopted by the **Group** at the Members Meeting of the 15<sup>th</sup> March 2023:-

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**Pete Wylie [Chair]**

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**Mindy Tidwell [Secretary]**

To be reviewed annual and approved at each Annual General Meeting.