



SOUTH POND GROUP

EQUALITY AND DIVERSITY POLICY

1. Aims

- 1.1. The South Pond Group recognises that in our society power is not held equally, and that groups and individuals have been and continue to be discriminated against. The Equality Act 2010 defines protected characteristics, which are race, sex, age, disability, sexual orientation, religion or belief, marriage or civil partnership, gender reassignment and pregnancy and maternity.
- 1.2. The South Pond Group also recognises that where direct or indirect discrimination occurs within the group, it is both morally unacceptable and may be unlawful
- 1.3. The purpose of the Equal Opportunities Policy is to set out clearly and fully the positive action the South Pond Group will take to minimise direct and indirect discrimination within the group and in its relationships with other bodies and individuals.

2. Code of Practice

- 2.1. The group will take action to ensure that group activities and events are open and welcoming to everybody who wants to volunteer or attend.
- 2.2. The group aims to make its task days and events as accessible as possible and will make any reasonable adjustments it is able to.
- 2.3. All members of the South Pond group will have the Equal Opportunities Policy explained to them, and as group members, will undertake to comply with and implement this policy.
- 2.4. Individuals who have experienced discrimination can make complaints to the Task Leader. If the Task Leader is unable to resolve the complaint, it will be referred to the Leadership Team

3. Code of Conduct

- 3.1. All people will be treated with dignity and respect
- 3.2. At all times people's feelings will be valued and respected.
- 3.3. No one will be harassed, abused or intimidated on grounds related to the protected characteristics. Incidents of harassment will be taken seriously.