



Equality and Diversity Policy

Aims

Edmond Wildlife Group is open to all. We aim for the Group to have an atmosphere of friendship, respect and care for each other. In particular, people will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, religion or belief, disability and/or age.

Accessibility

All our meetings and events are held in venues that are accessible to people with disabilities. We are committed to ensuring any Group member is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.

Where possible our meetings and events will be accessible to people with disabilities. However, given the practical nature of our work there may be physical barriers that we would find difficult, if not impossible to surmount on behalf of disabled members. In this event we will make those issues clear when advertising an activity.

Diversity

The Group belongs to all members. We aim to organise a range of activities to suit the interests and meet the needs of a wide variety of people.

Inclusion and Respect

Every Group member should be made to feel equally welcome and included at all Group meetings and events. 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.

Dealing with discrimination and harassment

If any member feels they have been discriminated against by the Group or harassed at a Group event they should raise this with the Group leader. The complaint will be

investigated, listening to all members involved. (If the complaint is against a Group leader, that person will not be part of the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

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

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 will be reviewed at least every 2 years.

Signed:.....Print name.....

Position.....Date.....