

## Equality, Diversity and Inclusion Policy

**Breconshire Award Scheme Group CIC** is committed to encouraging equality, diversity and inclusion among our volunteers, and eliminating unlawful discrimination. The aim is for our volunteers to be truly representative of all sections of society and our participants and for each volunteer to feel respected and able to give their best. The organisation - in providing services and/or facilities - is also committed against unlawful discrimination of participants or the public.

### Our Policy's Purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all our volunteers.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage or civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
  - dealing with grievances and discipline
  - selection for training or other developmental opportunities

### Our Commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the activities we offer as they are good practice.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.

This commitment includes training all volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include volunteers conducting themselves to help the organisation provide equal opportunities in our activities and prevent bullying, harassment, victimisation and unlawful discrimination.

All volunteers should understand they, as well as the CIC, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their service, against fellow volunteers, participants, supporting organisations and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, participants, supporting organisations, the public, and any others, in the course of the organisation's activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to the volunteer no longer being able to work with Breconshire Award Scheme Group.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Provide training, development, and growth opportunities to all volunteers, who will receive help and encouragement to realise their full potential, ensuring that their talents and resources are fully utilised to maximise the efficiency of the organisation.
5. Make decisions regarding volunteers based on merit, except for any necessary and limited exemptions allowed under the Equality Act.
6. Review our practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.
7. Monitor the make-up of the volunteers regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

### **Policy review:**

This policy is effective immediately and supersedes all prior versions. It will be reviewed and updated at least once a year.

Signed:



Position: Centre Manager

Date: 15 January 2025