

**Addingham Civic Society**  
**Equality and Diversity Policy**



**Principles**

Addingham Civic Society is open to all residents of Addingham, past and present.

The Society aims to create a culture of friendship and belonging that both respects and values each other's differences\* and one that promotes dignity, equality and diversity.

We aim to have a Board of Trustees which reflects the community and is firmly committed to the aims of the society.

We aim to provide a service and events that encourage diversity and equality.

We recognise that discrimination can be direct or indirect and all forms of discrimination are unacceptable.

**Statement of Intent**

**Accessibility:** Wherever possible our meetings and events are held in venues that are accessible to wheelchair users. PA systems and/or hearing loops are utilised when appropriate. Support for members with a disability may be requested if required.

When we organise outings for our members we provide free places for carers of members who can only attend if they bring a carer.

We are committed to ensuring any member is able to attend our activities, so we will from time to time reassess our access requirements to meet the needs of members

**Diversity:** We aim to organise events and activities to suit the interests and meet the needs of a wide variety of people.

The Society should be open to new ideas.

**Inclusion, respect and bullying:** Every member should be made to feel equally welcome and included at all Civic Society meetings and events. We welcome under-represented groups to participate in the opportunities that we provide.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are totally unacceptable and constitute bullying. These constitute harassment, and have no place in the Society.

**Barriers:** We aim to remove any barriers, bias or discrimination that prevent individuals and/or groups from accessing our services and activities or that prevent anyone from contributing to the work of the society.

**Legislation:** We will comply with any relevant legislation and follow codes of practice.

**Communication:** We will make this policy available to all members, service providers and volunteers.

**Complaints**

If any member feels they have been discriminated against by the Society or harassed at a Society event then they should immediately raise this with the Trustees through the Complaints procedure.

\*age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

**This policy was reviewed and adopted at a meeting of the trustees on: 19<sup>th</sup> November 2024.**

It replaces the original policy and any subsequent versions.

**Name: Gill Battarbee**

**Signed:**

**Position: Chairman**

**Refs**

ACS E and D policy 2010

Community Group Resource Centre

CC Guidance 2019

**Date of next Review: 2027**