

# Equality and Diversity Policy East Moor Village Residents Association

The Management Committee of EMVRA is committed to equality and diversity.

The association is open to all residents in the area of benefit regardless of age, colour, disability, ethnic origin, sex, gender reassignment, HIV status, marriage and civil partnership, nationality or national origins, race, religion or beliefs, responsibility for dependants, sexual orientation, pregnancy and maternity. We will not tolerate attitudes and behaviour that amount to discrimination on these grounds.

Equality and diversity is about accepting people's differences and creating an environment in which all can thrive and contribute. EMVRA is committed to ensuring that all feel valued, that the skills and talents of individuals are recognised and fully utilised and that the environment in the association is productive and rewarding. The association is a place where there is respect for difference in culture and experience.

All members will be made aware of the contents of this policy.

The management committee will be active in making sure all its policies and procedures are fair and no member is disadvantaged when participating in the association activities. EMVRA is also aware of how people can be subject to harassment on a wide variety of grounds and take many forms. Harassment is a physical, verbal or non-verbal action which is unwelcome, unwanted and offensive to the recipient and has the effect of violating their dignity and creating an intimidating, hostile, degrading, humiliating or offensive atmosphere for that person. This can include embarrassing or offensive jokes, unwelcome physical contact or sexual advances, the expression of racist, homophobic, or sexist views, lewd comments and innuendo, sending offensive text messages.

The management committee is responsible for implementing this policy and upholding its principles in everything it does.

Procedures:

We will make sure that:

- We promote respect for other people and treat everyone fairly
- People able to meet together in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation
- People recognise and challenge prejudice and discrimination
- Everyone has an equal opportunity to be considered as a committee member
- All members will have equal access to association activities and training opportunities
- The policy is applied when recruiting volunteers.
- We monitor what we do to meet any legal requirements and so that this policy is implemented properly and understood by all
- We take incidents, including those of harassment and bullying, seriously
- Any issues of inequality, harassment or discrimination should be reported to the Chair of the Management Committee, who will enable the parties involved to give their version of events before considering further action.
- The Chair will respond quickly and impartially to such issues after consulting with the Management Committee, and with Newcastle CVS if necessary.

The procedures laid out in this policy are with regard to legislation defined by the Sex Discrimination Act 1975 (amendments 1986 & Gender Reassignment Regs 1999); the Race Relations Act 1976 and the Amendment Act 2000; the Equal Pay Acts 1970 (amended 1974 & 1983) & 1975; the Disability Discrimination Act 1995; the Employment Protection Act 1978 the Employment Rights Act 1996, Employment Relations Act 1999, Employment Act 2002, Employment Equality (Religion, Belief, Sexual Orientation) Regulations 2003 (Age) 2006; Disability Equality Duty 2006; Equality Act 2006; Gender Equality Duty 2007; Trade Union and Labour Relations Act 1992; Asylum and Immigration Act 1996 and 1999; Human Rights Act 1998; Protection from Harassment Act 1997, the Equality Act 2010.

This policy was adopted at the Management Committee Meeting on:

..... (Date)

On behalf of the Management Committee:

.....(Signed)

This policy will be reviewed annually by the Management Committee