

## **Equality, Diversity & Inclusion Policy**

### **1. Introduction**

The Broads Society Charity is committed to promoting equality, diversity, and inclusion in all aspects of its work. We believe that everyone should be treated with dignity and respect, and that diversity in all its forms should be valued and celebrated. This policy outlines our commitment to creating an inclusive and supportive environment for all members, staff, volunteers, and stakeholders.

### **2. Scope**

This policy applies to all individuals involved with the Broads Society Charity, including but not limited to employees, volunteers, trustees, contractors, and service users.

### **3. Principles**

a. **Equal Opportunities:** We are committed to providing equal opportunities for all, irrespective of race, ethnicity, gender, age, sexual orientation, disability, religion, or any other characteristic protected by law.

b. **Inclusion:** We strive to create an inclusive environment where everyone feels welcome, valued, and able to contribute their best.

c. **Respect and Dignity:** All individuals will be treated with respect and dignity, promoting a culture free from discrimination, harassment, or victimization.

d. **Accessibility:** We will take steps to ensure that our services, facilities, and information are accessible to all, considering the diverse needs of our community.

### **4. Responsibilities**

a. The Board or Trustees will ensure that equality and diversity are integral to the Broads Society Charity's strategic objectives and decision-making processes.

b. Trustees, committee members and employees are responsible for implementing and promoting the principles of equality and diversity within their areas of responsibility.

c. Volunteers are expected to adhere to this policy and contribute to creating an inclusive environment.

### **5. Recruitment and Selection**

a. We will recruit and select candidates based on their skills, qualifications, and experience, ensuring a fair and unbiased process.

b. We will actively promote diversity in our Society and consider positive action where appropriate.

### **6. Training and Development**

a. We will provide, where necessary, training to Trustees, committee members, employees and volunteers to raise awareness of equality and diversity issues and promote understanding.

b. Training will be regularly reviewed and updated to ensure it remains relevant and effective.

#### 7. Reporting and Monitoring

a. We will monitor the implementation of this policy and report regularly to the Board of Trustees.

b. Incidents of discrimination, harassment, or victimization will be taken seriously, investigated promptly, and appropriate action will be taken.

#### 8. Review

This policy will be reviewed regularly to ensure its effectiveness and compliance with legal requirements.