

# Slaley, Healey & Hexhamshire Community Environmental Group

## Equality Policy

Slaley, Healey & Hexhamshire Community Environmental Group (CEG) acknowledges that the United Kingdom is diverse in culture, race beliefs and religion. It believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation, or geographical location. The Group acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

The purpose of this statement is to set out clearly and fully the positive approach that the Group has to combat direct and indirect discrimination. This is in the management of our organisation, relationships with other bodies, and the interaction it has with the community, community organisations and individuals.

CEG is committed to providing equality of approach in all areas and will not discriminate on the grounds mentioned above.

### **The Aims of the Group**

We are an environmental group, however, within that group our aim is to ensure we are aware of discrimination and the problem it causes. CEG will challenge practices, which seek to discriminate against or deny the rights of individuals or groups which we encounter. The Group will seek to take positive action to address the inequalities in our society and is committed to this Equality Policy and will work to develop, improve and monitor it.

### **The Equality Act 2010**

CEG acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010

The Group will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed. We will:

- Where reasonably practical, widen accessibility by removing barriers which make it difficult for people to engage with our group.
- Ensure that the design of publicity and information take account of the needs of people e.g., language used, print size.
- Deal with any complaints of discrimination promptly, impartially, thoroughly and confidentially.
- Ensure that this policy is monitored and reviewed at least every two years.
- Challenge racism in any form and encourage its members to do the same.

- Challenge sexist policies, practices, and attitudes and encourage members to do the same. This includes policies, practices and attitudes which may relate to sexual orientation and gender re-assignment.
- Challenge age discrimination in policies, procedures and attitudes.
- Endorse the right of each individual to his or her own religious belief or the absence of a belief.
- Encourage people from underrepresented groups to attend and participate in the activities of the group.

**The Code of Conduct**

1. People will be treated with dignity and respect regardless of the group to which they belong.
2. People’s feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated e.g., racist jokes or derogatory terminology.
3. No one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassment will be taken seriously and the group will undertake investigations of any complaint quickly, impartially, thoroughly and confidentially.

Signed by Chairman .....

Date.....