

# **Greening Chiddingly**

## **Equality, Diversity and Inclusion Policy**

### **1. Aims**

- Greening Chiddingly ('the organisation') is a not-for-profit, voluntary, unincorporated association working to create a sustainable, low-carbon future for Chiddingly and surrounding villages. Our aim is to engage the whole community in tackling climate and ecological breakdown and take action locally so that together we can make a real difference.
- As stipulated in our Constitution, membership is available to anyone regardless of race, nationality, sex, sexual orientation, gender reassignment, disability, religion and belief, or age.
- The purpose of this Equality, Diversity and Inclusion Policy is to set out clearly and fully the positive action the organisation intends to take to combat direct and indirect discrimination in the organisation, in the activities and events it organises, in the information it disseminates, and in its relationships with other bodies.
- In adopting this Policy, the organisation is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.
- The current version of this Policy will be available on the organisation's website.

### **2. Code of Practice**

- The organisation will take positive action to ensure that activities and events are open and welcoming to everybody.
- We will ensure that people with disabilities or limited mobility are able to participate, by holding our monthly meetings in accessible premises and considering accessibility at all our events.
- We will rotate the days of monthly meetings to maximise the potential for individuals to attend.
- We will rotate monthly meeting venues, such that individuals do not feel excluded.
- We will ensure that information and publicity produced by the organisation is as accessible as possible, including by meeting accessibility standards for our website and by producing summaries for the Parish News such that information is available to people who do not have access to the internet.
- Members who feel they have experienced discrimination or harassment, or feel they have been excluded, can make complaints to the Secretary. If the Secretary is unable to resolve the complaint, it will be referred to a group meeting (where appropriate to do so). If the complaint is against the Secretary, another member will be identified to lead any investigation.

### **3. Code of conduct**

- People attending meetings and events will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, gender reassignment, disability, religion and belief, or age.
- At all times, people's feelings will be valued and respected. Language or humour that people may find offensive will not be used.
- No one will be harassed, abused or intimidated on the ground of race, nationality, sex, sexual orientation, gender reassignment, disability, religion and belief, or age.

#### **4. Dealing with complaints**

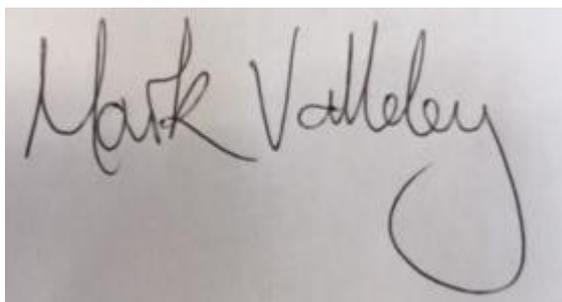
- The organisation will take complaints of discrimination and harassment, or breaches of the Code of Conduct, very seriously. The Secretary (or other member, as appropriate) will investigate any complaint thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
- The organisation will decide the action to take based on the principle of ensuring the continued inclusion and safety of the person who has experienced discrimination or harassment.
- Any decision to terminate someone's membership will be made in line with the rules set out in the Constitution.

#### **5. Review**

- This Policy will be reviewed every two years at an appropriate General Meeting.

Agreed by the Greening Chiddingly group meeting on 30 August 2022

Signed by:

A photograph of a handwritten signature in black ink on a light-colored background. The signature reads "Mark Valleley" in a cursive style, with a large, circular flourish at the end of the word "Valleley".

Mark Valleley  
Secretary, Greening Chiddingly