Climate Friendly
BRADFORD ON AVON

**Climate Friendly Bradford-on-Avon**

## Equality, Diversity and Inclusion Policy

## 1. Introduction

Climate Friendly Bradford-on-Avon recognises that certain groups in society are discriminated against, directly or indirectly, and that we have a part to play in challenging and reducing this discrimination and harassment. We wish to commit to making our group as inclusive and welcoming as possible.

The purpose of the Equality, Diversity and Inclusion Policy is to set out clearly and fully the positive action that Climate Friendly Bradford-on-Avon intends to take to combat direct and indirect discrimination in the group, in the activities it provides and in its relationships with other bodies.

Climate Friendly Bradford-on-Avon accepts the statutory requirements laid out in the Equality Act 2010. It is unlawful to discriminate directly or indirectly because of age, disability, sex, gender re-assignment, pregnancy, parenthood, race, sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as “protected characteristics”. Sexist, racist, disablist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in Climate Friendly Bradford-on-Avon.

In addition we want to challenge all forms of oppression and members should not otherwise discriminate against or harass another person in the provision of carrying out activities.

## 2. Delivery of activities

Climate Friendly Bradford-on-Avon aims to adopt a flexible, non-judgemental, anti-discriminatory approach throughout our activities that values each individual equally. We want to promote equal access and appropriate levels of take-up of activities by all groups in the community.

Climate Friendly Bradford-on-Avon aims to design our activities, events and decision-making processes sensitively and appropriately to encourage and support participation from people who face disadvantage in society, including but not limited to: women, people from ethnic minority groups, people with disabilities, LGBTQ+ people, and people on lower incomes. Arrangements for ensuring children/young people and vulnerable adults are safely able to attend our activities are outlined in our Safeguarding Statement.

Members and the public attending Climate Friendly Bradford-on-Avon activities and events will be asked, where appropriate, to complete a feedback survey. This includes a diversity monitoring section in order for the group to check and review how inclusive the events and activities are.

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Climate Friendly Bradford-on-Avon aims to make the physical environment in which activities and meetings are provided as accessible and inclusive as possible. We shall ensure, as far as is possible, that all activities and sites are accessible in accordance with the Equality Act 2010.

The provision of events and activities will be continually reviewed in order to develop more inclusive ways of working that more appropriately meet the diverse needs of the local community.

## 3. Implementation of the policy

In adopting this policy, Climate Friendly Bradford-on-Avon is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

Members and non-members that volunteer for Climate Friendly Bradford-on-Avon share the responsibility for ensuring that this policy is promoted and implemented fairly and effectively. Acts of direct and indirect discrimination and failure to comply with the policy cannot and will not be tolerated and will be investigated.

If a person feels they have been discriminated against by Climate Friendly Bradford-on-Avon or harassed at a Climate Friendly Bradford-on-Avon event, they should raise this with the Coordinating Group. The Coordinating Group will investigate the complaint, listening to all the people involved. If the complaint is against a particular individual, this person will also have the opportunity to express their point of view. If the complaint is against a Coordinating Group member, that member will not be involved in conducting the investigation. A decision to exclude a person from the organisation and its events due to discriminatory or harassing behaviour may be made to protect those who may be vulnerable to abuse, harassment or discrimination. We will not treat someone unfairly because they've complained about discrimination or harassment.

If a complaint against Climate Friendly Bradford-on-Avon as a whole is upheld then the Coordinating Group will make changes in the way Climate Friendly Bradford-on-Avon carries out its activities, to ensure that such discrimination is not repeated. Members and non-members that volunteer for CFB will be informed of how this will be done.

This policy will be reviewed on an annual basis, and after any complaint of equality-based discrimination or harassment.

## 4. Policy Management

The policy will be reviewed annually at the time of the AGM to ensure that all members are aware of the policy and its contents. Any changes made to the policy by the Coordinating Group during the previous year will be endorsed at that time.

*No changes made prior to the AGM 2025*