

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

The Blake Society is committed to encouraging equality, diversity and inclusion among its Trustees and members, and eliminating unlawful discrimination.

The aim is for our Trustees to be truly representative of all sections of society and our members, and for each member, including Trustees, to feel respected.

The Blake Society - in its collaborative projects, events and publications - is also committed against unlawful discrimination of members of the public.

### **Our policy's purpose**

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our ventures and undertakings, whether one off or long-term projects

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy, maternity and paternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- terms and conditions of voluntary service to the Society
- dealing with complaints
- termination of membership

### **Our commitments**

The Blake Society commits to:

1. Encourage equality, diversity and inclusion in online and face-to-face communication as they are good practice and align with the aims and aspirations of the Society

2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow Trustees, members of the Blake Society, the public and any others in the course of the Society's activities.

Such acts will be dealt with as misconduct under the Society's grievance and disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to a termination of membership.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

### **Agreement to follow this policy**

The equality, diversity and inclusion policy is fully supported by the Executive Board and is in line with the Charity Commission guidelines. It was created in consultation with our members.

### **Our disciplinary and grievance procedures**

When a complaint is drawn to the attention of the Society then the matter is referred through the Secretary to the whole of the Executive Committee of Trustees for consideration and resolution. Such a grievance is usually raised with the Secretary in writing. If the complaint is directed against the Secretary, either the Treasurer or the Chair should be approached.

Use of the organisation's complaints procedure does not affect a member's right to make a claim to the Charity Commission within three months of the alleged discrimination.