

## Diversity & Equality Policy

### Legal Position

Under the Equality Act 2010, it is unlawful to discriminate against an individual on the following grounds:-

- 1 Age
- 2 Disability
- 3 Race
- 4 Sex
- 5 Religion or cultural beliefs
- 6 Gender reassignment
- 7 Marital status and civil partnership
- 8 Sexual orientation
- 9 Pregnancy and maternity

In Section 4 of the 2010 Act, these are known as 'protected characteristics'.

### The Law

The policy will be implemented within the framework of the relevant legislation, which includes:

- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 and (Amendment) 1986
- The Protection from Harassment Act 1997
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000 and 2003
- Disability Discrimination (Amendment) Act 2004
- Equality Act 2010

### Policy Statement

Crick Woodlands Committee will not knowingly act in a way which is contrary to The Equality Act 2010, with regard to the provision of services to the public and recognises its obligations under the Sex Discrimination Acts, Race Relations Act, and Disability Discrimination Act.

All committee members will be afforded equal opportunities, irrespective of disability, gender, race, nationality, religion, age, sexuality, marital status, parental status, caring responsibilities and social class. Crick Woodland Committee opposes all forms of unlawful and unfair discrimination.

### Commitment to Policy

Crick Woodlands Committee supports the principles and practices of equal opportunity and recognises that it is the duty of all committee members to accept their personal responsibility for fostering a fully integrated community by adhering to the principles of equal opportunity and maintaining racial harmony.

Crick Woodlands Committee recognises the problems that sexual or racial harassment may cause and is committed to ensure that such unacceptable behaviour does not take place.

Sexual harassment includes (but is not limited to) unwanted physical contact, suggestive remarks or behaviour, compromising invitations, demands for sexual favours and similar unwanted behaviour. Racial harassment is

similarly unwanted treatment but is concerned with derogatory treatment and language on racial grounds. All forms of harassment are abhorrent and will not be tolerated by the Committee. Sexual and racial harassment are regarded as unlawful discrimination and additionally may also be subject to criminal proceedings.

Crick Woodlands Committee recognises that the detriment a disabled person endures as a consequence of their disability can, in many instances, be removed by the adoption of reasonable adjustments. The Committee is committed to ensuring that such adjustments will be effected where reasonably practicable and where the detriment is substantial.

### **Communication**

The principles in this Policy will be brought to the attention of all committee members.

### **Monitoring**

The effectiveness of the Policy will be monitored and reviewed on a regular basis.