

One Planet (Accrington) Ltd
Equality & Diversity Policy

This policy applies to all volunteers, management, staff & members.

Policy Statement

One Planet (Accrington) Ltd recognises that many people in our society experience discrimination or lack of opportunity for reasons which are not fair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependants, geographical area, social class, income level or criminal record.

One Planet (Accrington) Ltd is committed to a Policy of Equality Opportunity which respects the identity, rights and value of each individual. One Planet (Accrington) Ltd is positively committed to oppose all direct and indirect discrimination in the organisation.

One Planet (Accrington) Ltd will:

- Challenge discrimination and lack of opportunity in its own policy and practice, encouraging other organisations and individuals to do the same.
- Aim to create a culture that respects and values each other's differences and recognises that difference/diversity is a great asset to the organisation – to its work and the people it serves.
- Ensure all employees, volunteers and Members be made aware of the objectives within this policy and encouraged to support its objectives.

Discrimination, bullying, harassment or exclusion is unacceptable and behaviour of this kind will not be tolerated. Any breach of this Equalities Policy will be promptly dealt with within One Planet (Accrington) Ltd Code of Conduct.

Conduct in the shop, during meetings or out in the community.

- The Board of Directors will not tolerate racist, sexist, discriminatory or derogatory remarks in the One Planet Shop, during meetings, or when representing One Planet (Accrington) Ltd out in the community or at events.

Unacceptable behaviour

- Employees, volunteers & members have a duty and responsibility to report any incidents of harassment or discrimination to the Board of Directors.
- Incidents of discrimination or harassment will be treated seriously by the Board of Directors. Incidents will be thoroughly investigated and dealt with fairly.

Implementing and following the policy

- All volunteers, management, staff & members will strive to become an example of equal opportunities by adhering to all responsibilities as outlined in the Equality & Diversity Policy.
- The implementation and effectiveness of the Equality & Diversity Policy will be monitored and reviewed on an annual basis.

On behalf of One Planet (Accrington) Ltd

Name: *KERRY GORMLEY*
Position: *MANAGER*
Date: *5 DECEMBER 2013.*

Signed *K. Gormley*

REVIEWED

4TH DECEMBER 2014 MS

3RD DECEMBER 2015 MS