



Equality, diversity and inclusion policy

Bexhill Heritage is committed to encouraging equality, diversity and inclusion and eliminating unlawful discrimination.

The aim is for our trustees, committee members, active volunteers, members and supporters to be truly representative of all sections of society, and for each person to feel respected and able to give their best.

The charity - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our charity, whether a trustee, committee member, active volunteer or member / supporter.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - 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 membership and volunteering
 - dealing with grievances and discipline
 - withdrawal of membership
 - selection for vacancies for trustees, committee members or working parties.
 - training and developmental opportunities

Our commitments

Bexhill Heritage commits to:

1. Encourage equality, diversity and inclusion in all we do.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination. We intend to promote dignity and respect for all where individual differences and the contributions of all members are recognised and valued.

(This commitment includes members conducting themselves to help the charity provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.)

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members and volunteers, tradespeople, suppliers, visitors, the public and any others during the charity's activities. This is not limited to circumstances where harassment relates to a protected characteristic.

(Such acts will be dealt with as misconduct under the charity's complaints' policy and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to withdrawal of membership without notice. Harassment is a criminal offence under the Protection from Harassment Act 1997 and trustees will seek to bring such offences to the attention of the police.)

4. Make decisions concerning members and volunteers based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

5. Review practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law.

6. Monitor the make-up of the membership, trustee group and committee regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by trustees.

Our disciplinary and grievance procedures

Details of the charity's complaints policy and disciplinary procedures can be found on our website.

Policy reviewed: January 2025

Next review date: January 2027