



Cambrian Community Centre

Diversity, Equality and Inclusion Policy

1) Aims and objectives

The Cambrian Community Centre aims to provide, and encourage people to participate in, opportunities for exercise, leisure and education.

It believes that freedom from discrimination and equality of opportunity are fundamental entitlements that should underpin the way the Centre works

In particular the Centre aims to:

- Ensure that the Centre's activities are easily and equally accessible.
- continue to develop and target the Centre's activities in order to address issues of ill health and disability and economic and social disadvantage
- ensure that everyone engaging with, or working at, the Centre feel welcomed and are treated with respect.
- ensure that the Centre complies with the requirements of the Equality Act 2010 and works to avoid any illegal discrimination in the Centre's operation arising from someone's age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation

2) What do we expect of users, staff, trustees, instructors and tutors and volunteers

In order to achieve the aim that we work in accordance with the legal framework everyone involved with the Centre should work and behave in a manner which avoids discrimination, including unintentional or indirect discrimination, against others on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

As a Community Centre, we want to ensure that all staff, users, instructors, trustees and anyone else visiting or working with the Centre feel welcomed and

are treated with respect and behave towards others in a way that contributes to that objective. The Community Centre will not tolerate discrimination or behaviors which have the effect of harassing or bullying anyone involved with the Centre.

The Trustee Board has adopted a code of conduct for Users, which all users are being made aware of. Trustees confirm, on appointment, that they will comply with the Code of Conduct for Trustees. Expectations of staff are set out in their contract of employment and disciplinary rules.

3) What to do if you think you have been treated in a way which is not in line with this policy

If you think you have been subject to discrimination, harassment, victimisation or any other behaviour which is contrary to the principles set out in this policy we would like to know about that and to resolve that situation as quickly as possible.

If you are a member of staff you can raise the matter in accordance with the grievance policy (available in the Trustee Library). If you are involved with the Centre in another way e.g. user, trustee, volunteer, you can raise the matter in accordance with the Centre's Complaints Policy, which is displayed on the notice board and on the Centre's website.

4) Arrangements to implement and review the policy

Trustees have established a sub group who will work with the Centre Manager, identifying work that needs to be undertaken to ensure the effective implementation of this policy.

The Trustee Board will annually review this policy document and progress on implementation.

Policy adopted 16th May 2023