



OUR ONLY WORLD

Equality & Diversity policy

Our Only World is committed to encouraging equality and diversity among our volunteers, and eliminating unlawful discrimination.

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

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

The policy's purpose is to:

- provide equality, fairness and respect for all volunteers.
- 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 (gender) and sexual orientation.

The organisation commits to:

- encourage equality and diversity as they are good practice and make business sense.
- 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 volunteers are recognised and valued.

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's activities.
- monitor the make-up of our volunteers regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

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

The equality policy is fully supported by the Trustees. Grievances should be raised in the first instance to one of the Trustees. D Millington, J Deane, C Robinson

SIGNED

A handwritten signature in black ink that reads "Christina Robinson". The signature is written in a cursive style with a large initial 'C'.

NAME: Christina Robinson

POSITION: Trustee

DATE: 19/8/19

REVIEW DATE: 19/8/20