

# Equality & Diversity Policy

**MILL BANK GROUP**

March 2024

## Our Commitments

The Mill Bank Group (MBG) is committed to treating all people equally and with respect for individual differences, irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

The aim of the MBG is to promote community action that protects and improves the quality of life for all in Mill Bank village and the surrounding area. We will follow and promote the village customs of compassion, kindness and support to everyone. We will be open to new ideas from people of all ages and backgrounds and listen to the views of members about the best ways to meet our objectives.

We will challenge discrimination based on race, ethnicity, nationality, creed, gender, sex, class, sexuality, gender reassignment, learning ability, physical impairment, mental illness, health status, age, occupation or income. We will act to prevent or challenge anti-social behaviour.

## Our Activities

Our projects and activities will include action for those who face difficulties or disadvantage, including families on low incomes, older people living alone, women, black and minority ethnic people, people who have a disability and LGBTQ+ people.

## Accessibility

We will make all reasonable effort to hold events at venues that are accessible to wheelchair users. If it is necessary to hold events online, we will offer assistance to anyone who needs support to use the internet.

## Conduct

Our organisation is founded on a policy of respect for others. Sexist, racist, homophobic, transphobic or otherwise offensive or inflammatory speech or behaviour is not acceptable.

If any member feels they have been discriminated against by MBG they should raise this with any MBG Committee member.

The committee will investigate the complaint, listening to all members involved. If the complaint is against a committee member, that member will not take part in the investigation.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against MBG as a whole, the Committee will take all necessary steps to avoid such discrimination taking place in the future and will inform members how they propose to achieve this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the MBG constitution ([www.millbankvillage.co.uk/constitution](http://www.millbankvillage.co.uk/constitution)). We will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

## **Lead**

The lead member of the Management Committee for this policy is Fiona Peach.

## **Review**

We will review this policy from time to time, and where necessary revise it to reflect any relevant changes in the law, and / or the experience of the group's activities over the previous year.

Date: **March 2024**

Signature (Chair)

**Gail Parker**

Signature (Secretary)

**Fiona Peach**