



Equality, Diversity & Inclusion Policy

Introduction

The Staffordshire Centre is a membership organisation supporting the work of the National Trust within Staffordshire and providing a forum to enable members to meet as a social group.

Equality is about fairness and within the Staffordshire Centre, ensuring that every member has an equal opportunity to make the most of their membership.

Diversity requires us to recognise, respect and value differences in our membership.

Inclusion refers to a members experience within the Staffordshire Centre and how much a member feels welcomed and valued.

Aims

We aim to treat every member equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation (the Protected Characteristics).

We will promote equality of opportunity in volunteering and participation in meetings & events.

Accessibility

- All our meetings are held in venues that are accessible to wheelchair users
- There is a PA system available and used for all talks / presentations at the monthly meetings. Safety information is given visually and audibly at the start of every meeting
- When we organise visits / outings for our members, we will use best endeavours to ensure transport (when arranged by the SC) is accessible to all and will signpost information on accessibility of venues for members to review
- We are committed to ensuring any member can attend our activities, so we will periodically reassess access requirements to meet the needs of members
- When we arrange holidays, we will use best endeavours to ensure accommodation is accessible by seeking to book hotels with, e.g., ground floor bedrooms / lifts to upper floors and will signpost accessibility information for individual members to review

Principles

- Staffordshire Centre membership is open to all, including people who may not be members of the National Trust.

- The Staffordshire Centre seeks to recruit and retain members with an interest in the work of the National Trust whose diversity reflects the community of Staffordshire
- All members are subject to the Staffordshire Centre Code of Conduct

Responsibilities

Every member & guest of the Staffordshire Centre should be made to feel equally welcome and included at all meetings and events. To ensure this is the case, members will:

- treat each other with dignity, fairness and respect regardless of any protected characteristic, or any other factors that may expose them to unfair disadvantage
- challenge all forms of unequal, offensive and unlawful behaviour that may occur within the Staffordshire Centre activities
- create a culture that is free from prejudice, bullying, harassment, victimisation, discrimination and offensive behaviour
- challenge and prevent discrimination
- respect diversity and difference

Dealing with Discrimination & Harassment

- If a member feels they have been discriminated against or harassed at a Staffordshire Centre event they should raise this with a member of the committee
- The committee will investigate the complaint in line with the Staffordshire Centre Complaints Policy (Membership. (If the complaint is against a committee member, that member will not be part of conducting the investigation)
- The Staffordshire Centre 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.

Review

This policy will be reviewed every two years by the Staffordshire Centre committee or if required by changes in equality legislation.

Feedback

Feedback from members will be welcomed to ensure the policy is up-to-date and effective.