

Sustainable Tiverton Equality and Diversity Policy

This is the statement of general policy and arrangements for Sustainable Tiverton (Tiverton Area Communities Transition)

Steering Committee has overall responsibility for this policy

Event Leaders & Volunteer supervisors have responsibility for ensuring this policy is put into practice

General statement

TACT recognises that everyone has a contribution to make to our society and a right to equal treatment. We consider diversity to mean celebrating difference and valuing everyone. All volunteers will be encouraged to develop their skills and fulfil their potential.

TACT recognises that many people in our society experience discrimination, victimisation, harassment and/ or lack of opportunity for reasons, which are not fair and based on who they are or are perceived to be. These include; race, colour, national and ethnic origin, religion and belief or lack of belief, creed, political beliefs, sex, pregnancy and maternity, transgender status, sexual orientation, age, disability (including mental illness), HIV status, marital or civil partnership status, responsibility for dependants or caring responsibilities, appearance, geographical area, social class, income level or criminal record.

TACT will fulfil its legal duty not to discriminate as laid out in the Equality Act 2010 and will challenge discrimination, victimisation and harassment wherever it finds it. We aim to ensure that volunteers working with individuals and in organisations for which TACT provides support or activities do not experience discrimination, victimisation or harassment. Should discrimination, victimisation or harassment occur, TACT commits itself to taking positive action.

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Objectives

- To ensure TACT and member community groups' activities are available to all organisations and individuals in Devon without discrimination.
- To increase awareness within TACT community groups, of the needs of people who experience discrimination or face barriers to accessing activities/services in order to provide more relevant activities.
- To regularly review and adapt our activities to meet the needs of people facing discrimination and harassment.
- This policy applies to all conduct related to ReROOTed (e.g. at events, at meetings, social events and social interactions with colleagues) or which may impact on ReROOTed's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to ReROOTed).
- All external facilitators and consultants who work with TACT will be required to support our Equality and Diversity policy.

Purpose

- Identify where discrimination and harassment exists and what form it takes.
- Provide training for volunteers and community organisations on equality and diversity issues on a regular basis.
- Monitor and review activities to regularly identify and challenge harassment wherever it is found.
- Develop and implement procedures for dealing with breaches of the code of conduct.

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Miscellaneous

- **Premises** - TACT will make every effort to ensure that premises used by member community groups are accessible, inviting and welcoming for all members of the community.
- **Accessing activities/services** - TACT will also work to ensure that its members and the groups it works with endeavour to provide other reasonable adjustments to ensure people can access its services, for instance providing information in alternative formats when requested.
- **Purchasing** - TACT reserves the right not to purchase goods and services from agencies whose activities or practices are contrary to the principles outlined in this policy.
- **Travel** - TACT recognises that not everyone has access to personal transport or is able to use it and will plan its activities with this in mind.
- **Other policies and procedures** - All other Devon Voluntary Action policies support our commitment to equality and diversity.

Implementation and Review

- Monitoring of the Equality and Diversity policy and its implementation is ultimately the responsibility of the Steering Committee which will review it annually.
- Induction for TACT members and new volunteers will include a briefing on the Equality and Diversity policy.
- Training will be provided for community group members and volunteers on all aspects of equality and diversity and particularly on cultural equality, disability equality and other subjects that will develop understanding of equality and diversity.