



## **EQUALITY AND DIVERSITY POLICY For HIGHER DENHAM COMMUNITY CIO**

### **1. Introduction**

Higher Denham Community CIO (HDC CIO) is a charity run for the benefit of the local residents by a Management Committee comprising its elected Trustees. The Management Committee has adopted this Equality and Diversity Policy and expects all Trustees and volunteers to comply with it.

### **2. Purpose of the Policy**

This policy is intended to ensure that HDC CIO behaves in all respects in the same manner in its interactions with people in the same way irrespective of

- Gender or gender reassignment
- Sexual orientation
- Marital status or civil partnership
- Race (including ethnic origin, colour, nationality, and national origin)
- Disability
- Religion or religious belief
- Age

a by providing guidance and overarching principles to Trustees, volunteers and persons representing the organisation.

### **3. Enactment of this policy**

The Management Committee will ensure that it follows Clause 3 (1) of its constitution which will also mean that it complies with this policy on matters of equality. The Trustees will also take such opportunities as arise to co-opt additional Trustees from diverse backgrounds.

### **4. Action to be taken if this policy is not adhered to**



If any Trustee or other person representing the organisation fails to follow this Equality and Diversity policy it will be referred to the Chairperson for the time being of the Management Committee who will at the earliest opportunity undertake an investigation and take “appropriate action”.

“Appropriate action” may be no action, discussion with the individual concerned or seeking the resignation of a Trustee depending on the facts and seriousness of the particular case. Where a person disagrees with the action taken, they shall be entitled to have the case reviewed by the whole Management Committee whose decision shall be final.

## **5. Adoption and review**

This policy has been drawn up in accordance with the following

- The Human Rights Act 1988
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- The Rehabilitation of Offenders Act 1976
- The Equality Act 2010
- The Asylum & Immigration Act 1996

This policy was approved by the Management Committee on 17/01/2019 and is due for review every 3 years.

Signed \_\_\_\_\_ J McGowan Chairperson.