



DIVERSITY, EQUITY AND INCLUSION POLICY

SC051061

Introduction

Pawpalz are committed to encouraging equality, diversity and inclusion among our MEMBERS, and eliminating unlawful discrimination.

The aim is for our organisation to be truly representative of all sections of society and our for each of our MEMBERS to feel respected and able to give their best.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our charity.
2. 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
 - sexual orientation

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the organisation
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.

This commitment includes training walk leaders and all other volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include MEMBERS conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

All MEMBERS should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, against fellow MEMBERS, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow MEMBERS, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all MEMBERS, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning MEMBERS based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Monitor the make-up of the organisation regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

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

Signatures:

Pawpalz Safeguarding Trustee: 

Pawpalz Chairperson – Pawpalz: 