



Cheltenham Local History Society

Equality, Diversity and Inclusion Policy

Introduction and aims of the policy

Cheltenham Local history Society (CLHS) is committed to supporting and promoting equality and diversity in all of its practices. It recognises and values people's different backgrounds, knowledge, skills and experiences, which contribute to and enhance its work.

This policy is designed to ensure that CLHS complies with its obligations under equality legislation and demonstrates its commitment to creating an inclusive culture where all individuals are treated with dignity and respect and have the opportunity to fulfil their potential.

CLHS is unreservedly opposed to any form of direct or indirect discrimination, especially where this is based on a protected characteristic such as on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. This includes discrimination based on perception of the person, even if this perception is not true.

CLHS aims to ensure that all people volunteering with it, and engaging in activities organised by it

- are treated fairly and with respect at all stages of their engagement.
- have the right to be free from harassment, bullying and victimisation of any description, or any other form of unwanted behaviour, including from third parties.
- have equal access and opportunity to contribute, irrespective of their background or protected characteristics.
- have the right to be free from discrimination for reasons relating to their association with a person on the grounds of a protected characteristic.

Scope of the policy

The policy applies to Trustees of CLHS and those who volunteer their support directly to it.

Responsibilities

While it is the responsibility of the Chair of Trustees to develop and lead the implementation of this policy, responsibility for approving the policy and monitoring that it is being followed rests with all Trustees.

All those within the scope of this policy have a duty to act within this policy, ensure it is followed and to draw attention to any suspected discriminatory acts or practices.

Implementation of the policy

All trustees and volunteers will be involved in creating an inclusive environment and one that values diversity by:

- supporting, implementing and abiding by the aims and contents of this policy;
- promoting equality of opportunity within CLHS and its activities;
- contributing to an inclusive culture that celebrates and values diversity, and where everyone is treated with dignity and respect;
- reporting any witnessed or suspected incidents of discrimination, harassment or victimisation immediately, following the reporting procedure

Communications

This policy is available to CLHS members and volunteers and the public.

Working with partners

In selecting our partners, we will look for written/published evidence of their commitment to Equality, Diversity and Inclusion.

Reporting discrimination / potential discrimination

Persons within the scope of this policy who feel they have suffered any form of discrimination (including from a third-party organisation) should raise the issue by contacting a Trustee (contact details are available from the Trust's website).

If persons within the scope of this policy witness behaviour that they find offensive, and especially in relation to age, marriage or civil partnership, pregnancy and maternity, disability, gender reassignment, race, religion or belief, sex and sexual orientation, even if it is not directed at them, they should also use this procedure.

Monitoring and review

This policy will be monitored to judge to what extent it is working and identify areas for improvement. Monitoring will be through direct observation by Trustees at CLHS events and activities.

This policy will be reviewed every three years by Trustees to ensure that it remains up to date and reflects the needs and practices of the organisation, and as necessary if legislation changes.

Adopted by Trustees 28 May 2024

Review date: May 2027