

Equality & Diversity Policy

1. Policy Statement

Aylsham & District Community Shed is committed to encouraging equality, diversity, and inclusion among our members, volunteers, trustees, and anyone who engages with our activities. We aim to create a welcoming, respectful, and supportive environment where everyone is treated fairly and with dignity.

We believe that diversity enriches our Shed and strengthens our community. Discrimination, harassment, or exclusion of any kind will not be tolerated.

2. Purpose of the Policy

This policy sets out our commitment to equality and diversity and explains how we will:

- Promote equal opportunities
- Prevent discrimination
- Foster good relations between people from different backgrounds
- Ensure our Shed is accessible and inclusive

3. Scope

This policy applies to:

- All members of Aylsham & District Community Shed
- Trustees and committee members
- Volunteers and helpers
- Visitors, partners, and anyone involved in Shed activities

4. Legal Framework

This policy is informed by the Equality Act 2010 and relevant UK equality legislation, which protects individuals from discrimination based on protected characteristics.

5. Protected Characteristics

We will not discriminate on the basis of any protected characteristic, including:

- 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

6. Our Commitments

Aylsham & District Community Shed commits to:

- Treating everyone with fairness, respect, and dignity
- Providing equal access to membership, activities, and volunteering opportunities
- Making reasonable adjustments to support people with disabilities
- Challenging discrimination, harassment, or victimisation
- Valuing different experiences, skills, and perspectives
- Ensuring decisions are based on fairness and merit

7. Accessibility and Inclusion

We will take reasonable steps to:

- Make our premises and activities as accessible as possible
- Communicate clearly and inclusively
- Consider different needs when planning activities and events
- Remove barriers to participation wherever practicable

8. Behaviour and Conduct

All members and participants are expected to:

- Treat others with respect and courtesy
- Avoid language or behaviour that could be considered discriminatory or offensive
- Respect differences in background, beliefs, and abilities
- Support an inclusive and friendly Shed culture

Any form of bullying, harassment, or discrimination will be taken seriously.

9. Reporting Concerns

Anyone who feels they have experienced or witnessed discrimination, harassment, or unfair treatment is encouraged to raise the matter with a trustee or committee member.

Concerns will be:

- Taken seriously
- Handled sensitively and confidentially where possible
- Investigated fairly and promptly

Appropriate action will be taken if a complaint is upheld.

10. Responsibilities

- **Trustees and Committee Members** are responsible for implementing this policy and leading by example.
- **Members and Volunteers** are responsible for upholding the principles of this policy in their behaviour and interactions.

11. Review of the Policy

This policy will be reviewed regularly by the trustees to ensure it remains relevant, effective, and compliant with current legislation and best practice.

Approved by: Trustees of Aylsham & District Community Shed

Date of approval: 22/1/2026

Date of next review: 22/1/2027