



The Knowle Society

Equality, Diversity and Inclusion Policy

Introduction

The Knowle Society is committed to encouraging equality, diversity and inclusion in its membership, activities and leadership, eliminating any unlawful discrimination.

The aim is for its membership to be open to all who have an interest in the prospering of Knowle without discrimination and for everyone to feel respected and able to contribute/participate.

Purpose

1. To provide equality, fairness and respect for all in the activities of the Society.
2. Not to unlawfully discriminate, with due regard for 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
3. To oppose and avoid all forms of unlawful discrimination, particularly when dealing with grievances.

Commitment

1. for membership to be open to all who have an interest in the prospering of Knowle without discrimination and for everyone to feel respected and able to contribute/participate.
2. to create an environment in the activities of the Society free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
3. to take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, trustees, suppliers, visitors, the public and any others in the course of the activities of The Society.