

SOAG's Equality, Diversity and Inclusion policy

SOAG aims to encouraging equality, diversity and inclusion (EDI) among its members and all those who volunteer on its projects.

This policy's purpose is to:

- provide equality, fairness and respect for all who participate in SOAG either as members or guests
- 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 and sexual orientation
- oppose and avoid all forms of unlawful discrimination in terms of opportunities to take part in any of the group's activities

SOAG commits to:

- encourage equality, diversity and inclusion in all its activities and projects in a spirit of learning, amiability and fun
- create a volunteering environment free of bullying, harassment, victimization and unlawful discrimination, promoting dignity and respect for all, and where the individual differences and contributions of all volunteers are recognized and valued
- ensure that all project plans remind potential participants of their responsibilities under the EDI policy and outline the steps to be taken to ensure inclusion
- take seriously any complaints of bullying, harassment, victimization and unlawful discrimination by fellow volunteers, visitors, members of the public and any others in the course of the organization's activities. Any complaints received will be referred to the committee for investigation and resolution.

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