



## Land's End John O' Groats Association Equality and Diversity Policy

### Aims

We aim to treat everyone who engages with Land's End John O' Groats Association equally, regardless of marital status, age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### Diversity

Land's End John O' Groats Association is open to everyone. We aim to promote a range of volunteering and membership opportunities to suit the interests of everyone.

### Inclusion and Respect

Everyone engaging with the Land's End John O' Groats Association should be made to feel equally welcome and included at all member meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in our Association and will be dealt with accordingly.

### Dealing with discrimination and harassment

If anyone engaging with Land's End John O' Groats Association feels they have been discriminated against or harassed they should raise this with the Chair of the Association.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Equality and Diversity Policy.

### Implementation and Quality Assurance

Implementation is immediate. This Policy will be reviewed annually by the Association, sooner if legislation, best practice or other circumstances indicate this is necessary.

### Version Control

Policy	Version	Created / Updated	Owner
Equality and Diversity Policy	1	Created and adopted 27 <sup>th</sup> February 2023	Brian Dawson
	1.2	Proof reading updates March 2023	