

# Equality and Diversity Policy



## Aims

- The SBTD recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
- The SBTD also recognises that where direct or indirect discrimination occurs within SBTD, it is both morally and legally unacceptable.
- The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action the SBTD intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.
- In adopting this Equality and Diversity Policy, the SBTD is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

## Code of Practice

- The SBTD will take action to ensure that group activities and events are open and welcoming to everybody entitled to become a member.
- We aim to make our meetings and events accessible to people with disabilities.
- We aim to use local training opportunities to help our committee and members better understand how discrimination occurs and how to prevent it.

## Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her race, nationality, sex, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

## Dealing with Complaints

- The Directors will take complaints of discrimination and harassment very seriously.
- The Grievance procedure Policy should be followed.

## Review

This policy will be reviewed every 2 years

- Signed: Date: 26<sup>th</sup> March 2026