

Equality, Diversity & Inclusion Policy

Statement of Intent

RAF Ingham Heritage Group is committed to promoting equality and welcomes diversity in all aspects of our activities. We operate in a diverse community and our aim is to harness the talent within that community.

We are committed to preventing and eliminating discrimination, harassment and victimisation in any form. We aspire to ensure the fostering of good relations between all our volunteers, staff and visitors, advancing equality of opportunity for all.

In pursuit of diversity, we will ensure that no volunteering applicant, volunteer, member, employee or visitor is discriminated against directly, indirectly, by association or perception because of disability, gender (including gender reassignment), race, colour, nationality, ethnic or national origin, marital status or civil partnerships, responsibility for dependents, sexuality, pregnancy or maternity, age, political or religious, agnostic or atheist beliefs, and criminal convictions (unrelated to the post).

We also operate zero tolerance regarding harassment or victimisation by anyone.

Publicity

This policy will be explained and publicised to all new and existing volunteers, via the Volunteer's Handbook, posters on the Volunteer's Notice Board, and will feature in our publications and on our social media platforms.

RAF Ingham Heritage Group will carry out an access audit every year and will ensure that this policy is publicised amongst its volunteers and staff.

Challenging Discriminatory Behaviour

RAF Ingham Heritage Group is committed to challenging discriminatory comments or behaviour from volunteers, staff or visitors. A robust complaints procedure has been introduced to deal with all complaints of discriminatory behaviour.

Policy Created:	Review Freq:	Last Reviewed:	Review Due:
Nov 2019	Annually	Jan 2024	Jan 2025