

Suffolk Guild of Ringers

Policy on

Equality and Diversity

Why have this policy?

The Guild recognises, respects and values diversity in its members and has this policy because it is a people-led organisation that must always ensure it meets the needs of the ringing community through fair and appropriate development of the people who ring in the Diocese.

Scope

The Suffolk Guild of Ringers:

- accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.
- welcomes the statutory requirements laid down in:
 - The Rehabilitation of Offenders Act 1974;
 - The Sex Discrimination Act 1975;
 - The Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;
 - The NHS Community Care Act 1990;
 - The Disability Discrimination Act 1995;
 - The Asylum & Immigration Act 1996;
 - The Human Rights Act Nov 1998;
- RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its activities and practices in order to eliminate discrimination and promote equality and diversity.
- IS COMMITTED to taking positive steps to ensure that:
 - all people are treated with dignity and respect, valuing the diversity of all;
 - equality of opportunity and diversity is promoted;
 - ringing opportunities are accessible, appropriate and available fairly for all.

Policy

Commitment

Members of the Guild should treat all people with dignity and respect, valuing the diversity of all. The Guild will aim to eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The Guild will work towards a just society free from discrimination, harassment and prejudice and aims to embed this in all its policies, procedures, day-to-day practices and external relationships, and to promote equality of opportunity and diversity in ringing.

Objectives

- The Guild's objective is to realise its standards by:
- Responding to members' needs and encouraging their development;
- Recognising and valuing the differences and individual contribution that all members make to the Guild;
- Challenging discrimination;
- Being accountable.

Procedures

Responsibility for Implementation

This policy covers the behaviour of all members of the Guild and sets out the way they can expect to be treated in turn. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Guild Management Committee.

Method of Implementation

The Guild intends to implement this policy by:

- Ensuring that all members are made aware, understand, agree with, and are willing to implement, this policy. All members will be given a copy of this policy as part of their induction pack;
- Monitoring the activities of the Guild to ensure that they are accessible to all sections of the population and do not discriminate.

Monitoring and Reviewing

The Guild has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective monitoring and acting on information gathered are essential in order to measure effectiveness and plan progress. The Management Committee will review the policy annually.