

# Magor and Undy Community Hub

## Equality & Diversity Policy

### **Legal Position**

It is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender Reassignment
- Race
- Religion or belief
- Sex
- Sexual Orientation
- Marriage and civil partnership
- Pregnancy and maternity

Under the Equality Act 2010 these are known as the nine “protected characteristics”

### **Purpose**

The purpose of this policy is to provide equal opportunities to all Trustees, volunteers, any employees and the general public, irrespective of their characteristics whether proven or perceived. (Unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). MUCH opposes all forms of unlawful and unfair discrimination, whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

### **Scope**

All involved with MUCH will be treated fairly and equally.

**OUR COMMITMENT** – Everyone involved in MUCH is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to equal opportunities is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community and Society as a whole. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and staff of MUCH.

The policy will be monitored and reviewed annually.

**Adopted April 2023**