

## EQUALITY & DIVERSITY POLICY

Teesdale Record Society recognise that everyone has a contribution to make to our society and a right to equal opportunity.

No applicant to membership, position or any other role within the society will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

1. Opposing all forms of unlawful and unfair discrimination.
2. All employees, volunteers, members, and beneficiaries will be treated fairly and with respect.
3. Membership will be open to all.
4. All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.
5. Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability.
6. All employees/volunteers/members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to Mr Mark McNee Hon. Secretary).

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff, volunteers, members and beneficiaries are recognised and valued.
- Every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

These policies and procedures will be reviewed annually and updated as appropriate in the interim periods.