

COTHERSTONE OLD CHAPEL

Policy Document

Number 03

Equality & Diversity Policy

Policy

Cotherstone Old Chapel (here referred to as 'the organisation') believe in protecting and honouring the fundamental human rights of all those connected with the charity. This applies to the trustees, staff, volunteers and membership as well as any associates, suppliers and any other person involved with us.

We do not tolerate discrimination in any form, including discrimination by association, and will take corrective action in any case where it may occur. We will comply with any equality and diversity legal requirements including the Equality Act 2010.

It is the policy of the organisation that no individual or groups of individuals will be discriminated against or treated less favourably on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation, or any other identifiable discriminatory cause within the Equality Act 2010.

We do not tolerate any form of discrimination, harassment, or victimisation and will aim to make all reasonable adjustments for disabled people.

Principles

No conscious action shall be taken against any person by staff, volunteers, trustees, or any associates working with us, that may offend or devalue that person or lead to a loss of respect from others.

Any person involved with the organisation who infringes this policy will be excluded from that involvement.

Any person with an equality or diversity grievance should contact the Cafe & Shop Manager. If that person is unable to resolve the grievance to their satisfaction, they should contact the Chair.

The responsibility for compliance with this policy rests with all individuals within the charity. However, responsibility rests with the trustees and staff to ensure that the policy is disseminated and adhered to throughout the organisation and is applied positively.

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**Reviewed and approved by the Committee and signed on their behalf
by the Chair:**

A handwritten signature in black ink, appearing to read 'Peggy R. H.', is written on a light blue grid background.

Date last reviewed: 01/04/25

Review due:

