

## EQUAL OPPORTUNITIES POLICY

December 2023 v4

### Policy Statement

The Romsey Men's Shed is an Equal Opportunities Organisation, and as such is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. These are called protected characteristics, as defined by the Equality Act 2010.

The Romsey Men's Shed will comply with and, where it is reasonable, practical and proportionate to do so, go beyond the requirements of the Equality Act 2010. We recognise that we have a moral and legal responsibility to promote equal opportunities and we will pursue equality in all of our activities.

This policy applies to all Romsey Men's Shed activities including the treatment of Members, consideration of applications for membership, and in the provision of its services to the wider public.

The Trustees are responsible for ensuring that policies and procedures are in place to ensure that Romsey Men's Shed meets its legal responsibilities in respect of Equal Opportunities. All Members should ensure this policy and procedures are followed in practice.

### Code of Conduct

The principles of Equal Opportunities form part of the Members' Code of Conduct (paragraphs 1, 2 & 3). Each Member receives and agrees to the Code of Conduct as part of their induction.

If a Member or another person believes that they have suffered discrimination or is deemed to have contravened the Code of Conduct, the matter should be raised with the Trustees. Complaints will be treated in confidence and investigated by the Trustees as appropriate.

The Policy will be reviewed annually to ensure effective implementation. The date of next review is December 2024.

Date.....29-11-23.....  
Signature Chair.....M. A. Hill.....  
Signature Secretary.....A. Green.....