

## Nailsea Shedders Equal Opportunities and Diversity Policy NSP009

- This policy is our introductory statement and commitment to equal opportunities and non-discriminatory procedures and practices.
- We believe all the forms of discrimination covered by the Equality Act 2010 should be mentioned in this policy. This includes age, sex, race, disability, religion or belief, sexual orientation, and pregnancy/maternity.
- All members, paid or otherwise by Nailsea Shedders, are expected to respect and act in accordance with this policy. Any bullying or harassment in Shedders is unacceptable and subject to action.
- Nailsea Shedders emphasises equality of opportunity for all who wish to join us.
- We want to clearly define and explain the differences between key terms such bullying, harassment, and victimisation. We want to do this so that there is no confusion about these terms, and it improves the narrative amongst us all about what this is, what we can do to collectively prevent it and when we think it is happening, what we can do about it.

### What Does Equal Opportunities Mean?

The term “equal opportunities” upholds the idea that all members should have:

- An equal chance to apply and be selected for posts within the organisation · An equal chance to training opportunities.
- An equal chance to have their membership or if employed, terminated equally and fairly Denying any member a right to equal opportunity is tantamount to discrimination, which is considered unlawful under the Equality Act 2010.

The Equality Act has specified 9 areas that are termed in the legislation as protected characteristics. These include (in no order): Age, Sex, Race, disability, Pregnancy, Marital status, Sexual orientation, Gender reassignment or Religious background Discriminating against members because of any of the nine characteristics above is against the law and our ethics, values, and principles.

### Ok so how do we go about establishing that? Establishing Equal Opportunities within Shedders

- No one in the group should be overlooked for training, progression, or promotion because of any protected characteristic.
- As far as our resources and environment permit us, we will make reasonable adjustments to accommodate physically and or neuro-diverse members and visitors.
- We will ensure no one is frozen out, invited to do menial tasks, or dismissed solely because of a personal characteristic.

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- We will ensure religious practices where we can, are accommodated.
- Positive action is the term used for permitted measures under the Equality Act (2010) became legal in 2011 to remedy the under-representation or disadvantage experienced by members of protected groups and in specific cases in the provision of 2 Policy to be reviewed at least every three years or as and when required goods, facilities or services.

For example, focusing on men's health issues would be a positive action measure to reduce or alleviate poorer men's outcomes such as suicide or longevity. One way we may deal with that is affiliate ourselves to the United Kingdom Men's Sheds Association (UKMSA) or invite prostate cancer representatives to give us talks. Bullying and harassment are quite similar but different.

Understanding this difference is important because harassment is considered unlawful under the Equality Act 2010, but bullying is not. You can initiate legal action against anyone who harasses you, but you cannot file a legal claim directly against bullying.

Bullying – could take the form of offensive, abusive, malicious, or intimidating behaviour or misuse of power with the intention of undermining, humiliating, or belittling the person it is being directed towards. It can happen face-to-face, by phone, post, email or increasingly more often, through social media.

Harassment – The law defines harassment as any unwanted conduct that affects the dignity of the person. It could be an isolated incident or persistent. It may be related to age, sex, religion, disability, nationality, race, sexual orientation, or any personal trait of the person involved. The key is that the comments or actions are looked upon as humiliating and unacceptable by the recipient.

Victimisation - includes the action of singling someone out for cruel or unjust treatment. This also may be considered within the 'Hate Crime' agenda. Diversity – Diversity is a term which means in simple terms, varied. What does diversity mean in our Shed?

To understand diversity within the context of Equalities, we must think about all the distinct characteristics that our Shedders could have. As previously mentioned, we have 9 protected characteristics, such as Age, Sex, Race, disability, Pregnancy, Marital status, Sexual orientation, Gender reassignment or Religious background.

We then need to relate these too things like our experiences, talents, skills, opinions, personalities. One way of testing diversity is to ask the Question, how diverse is our Shed, what sorts of mixes do we have in our group which evidences our diversity.

### Complaints and Breaches of this Policy

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Shedders have the right to raise uncomfortable truths and should seek to find the right time, right place, and venue to address these. This includes the right not to just be heard, but actively listened to. Support to raise concerns should be factored in.

This may include for example peer support, such as through the Membership Secretary Gloria Chambers [nailseasheddersmembership@gmail.com](mailto:nailseasheddersmembership@gmail.com) and or through instructed advocacy.

Any raised concerns ought and without fear of discrimination, must be addressed to and directly by the Trustees.

This policy is to be reviewed at least every three years or, as and when required.

Any formal complaint involving a breach of this policy by a member, or visitors can be addressed in accordance with the rules contained in our constitution and complaints policy.

If anyone inside or outside the organisation witnesses something they think falls within the remit of going against this policy, for further support and or guidance, please contact one of the Trustees.

This policy should be read and cross referenced to our Complaints and safeguarding.

Policy Signed: Donald Sparling, Chair of the Trustees 15/05/24.