**Equal Opportunities Policy**

**Aim**

 The aim of this policy is to express the commitment of the Society and its members to promote equality of opportunity, both within the Society, in the way it promotes itself, and in its activities with others. We aim to consider everyone’s needs so that we allow for them and do not discriminate against them.

 We are opposed to all forms of discrimination. Decisions on membership or election for office will be made objectively, and without unlawful discrimination. The provision of equal opportunities in all our activities will benefit our organisation. Our equal opportunities policy will help members to contribute fully, and will enable the widest number of people to access the projects we create as a Society.

 Under Section 107 of the Equality Act 2010, Spen Valley Civic Society is exempted from a statutory duty to implement an equal opportunities policy. However, the Society voluntarily adopts this policy, which applies to all members of the group. Spen Valley Civic Society values diversity. We want our membership to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic which may unfairly affect a person’s opportunities in life.

**Equality commitments**

We are committed to:

* promoting equality of opportunity for all persons
* promoting a harmonious environment in which everyone is treated with respect and dignity and in which no form of intimidation or harassment is tolerated
* preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment or victimisation
* fulfilling our legal obligations under equality legislation
* complying with our own equal opportunities policy

**Implementation**

The President, Chair and Committee have specific responsibility for the implementation of this policy. We expect all members to abide by the policy and help to create the equality environment which is its objective. In order to implement this policy we shall:

* not consciously, or unconsciously discriminate in the selection or recruitment of applicants for membership of the group
* abide by this policy in the way we conduct our meetings, projects and activities
* abide by this policy in all our communications, including our website
* review this policy at each annual general meeting

**Monitoring and review**

The effectiveness of the equal opportunities policy will be reviewed annually and action taken as necessary.

**Complaints**

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter verbally or in writing to the Society. Any complaint of discrimination will be dealt with promptly and confidentially.