



Radio Elland
Equality and Diversity Policy

Introduction

Radio Elland is committed to encouraging a supportive and inclusive culture amongst its community by creating a positive place where everyone can enjoy an environment which is safe, enjoyable and respectful.

This policy reinforces our commitment to providing equality and fairness to all in our hirers and volunteers and to avoid less favourable facilities or treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

Radio Elland's Commitment

Our aim is to ensure that all staff and volunteers are given equal opportunity and that our organisation is representative of all sections of society.

All staff and volunteers will be treated fairly and with respect. We will provide help and encouragement to develop all our staff and volunteers to their full potential and utilise their unique talents.

When we select candidates volunteer positions, it will be on the basis of their aptitude and ability.

We are committed to:

- Creating an environment in which individual differences and the contributions of everyone are recognised and valued.
- Creating an environment that promotes dignity and respect for everyone.
- Not tolerating any form of intimidation, bullying, or harassment, and to avoid providing

any services to organisations and people that breach this policy both in its word and in the spirit in which it is written. .

- Making training available to all volunteers where appropriate
- Promoting an inclusive culture for all our community and the people that we serve.
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Encouraging everyone to be treated with dignity and respect.
- Regularly reviewing all our practices and procedures so that fairness is maintained at all times.
- We seek to promote diversity and inclusion and to respond to the needs of all individuals in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation.

The community's responsibilities

All service users, volunteers and event attendees are required to assist us in meeting our commitments, to ensure equality, diversity and inclusion and avoid unlawful discrimination.

We consider acts of discrimination, harassment, bullying or victimisation as unacceptable behavior. We will not provide services to person and organisations which partake in unacceptable behavior.

Grievances

If you consider that you may have been unlawfully discriminated against, you may contact the committee Chairperson or any member of the committee to make a complaint. You may also do so by emailing contact@elland.org.uk