



Equality and Diversity Policy

Aims

Ripon Together CIC is set up to improve the vitality and prosperity of Ripon through fostering greater unity and cooperation amongst its community, in order to achieve positive change. It is a membership organisation open to anyone with an interest in achieving the above aim.

We aim to help the city to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every member equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

All our meetings and events are held in venues that are accessible to wheelchair users. When there are more than 40 people at an event we aim to use a PA system and a hearing loop.

We are committed to ensuring any member of Ripon Together CIC is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.

Diversity

Our organisation belongs to all our members. We aim to organise/support a range of events and activities to suit the interests and meet the needs of a wide variety of people.

As a not for profit community interest company we will be open to new ideas, and particularly prioritise opportunities for residents to share their cultural heritage with one another.

Inclusion and respect

Every member of Ripon Together should be made to feel equally welcome and included at all Ripon Together CIC meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Ripon Together.

Dealing with discrimination and harassment

If any member feels they have been discriminated against by Ripon Together or harassed at a Ripon Together event they should raise this with the Board of Directors.

The board will investigate the complaint, listening to all members involved. (If the complaint is against a board member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Community Interest Company as a whole, the Board must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to Ripon Together's Memorandum and Articles of Association and the Members' Code of Conduct. The Community Interest Company will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

Review

Effective Date	9 th April 2019
Date Last Reviewed	New
Scheduled Review Date	April 2021 (review every 2 years)
Supersedes	New
Original Author	Karen Weaver. Based on model policy from www.resourcecentre.org.uk for community groups run by volunteers
Owned by	Ripon Together CIC Board of Directors
Monitored by	Ripon Together CIC Board of Directors
Approved by	Ripon Together CIC Board of Directors