



## **Precious Plastic Plymouth and Tavistock CIC**

### **EQUALITY, DIVERSITY AND INCLUSION POLICY**

Last Review: November 2021 Date due for Review: November 2023

#### **Equality and Diversity Policy**

Precious Plastic Plymouth and Tavistock CIC is open to all. We aim to help the area in which we live engender an atmosphere of friendship, respect and care for each other. We aim to treat everyone equally, regardless of their age, ability, gender, marriage or civil partnership, pregnancy or maternity, ethnicity (including “race”, colour and nationality), religion or belief, or sexual orientation. We aim to reduce stereotyping and raise aspirations across the board by removing the influence of unconscious bias on our actions, materials, choices and resources.

#### **Accessibility**

Our venue is accessible to wheelchair users. We are committed to ensuring people of all abilities and backgrounds can attend our activities. We aim to identify barriers early on so that we can work to solve problems and overcome these barriers.

#### **Diversity**

We aim to organise a range of events and activities to suit the interests and meet the needs of a diverse range of participants. The Organisation is open to new ideas, and particularly prioritises opportunities for collaborating organisations with similar principles to inspire and engage in Science, Technology, Engineering, Art and Maths (STEAM).

#### **Inclusion and respect**

Every participant is made to feel equally welcome and included at all Precious Plastic Plymouth and Tavistock CIC sessions and events.

From time to time we may provide events that are targeted at participants according to particular characteristics, for example a particular school year group or providing a safe environment for vulnerable people. In such cases the eligibility criteria for participation will be publicly available for examination.

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

#### **Dealing with discrimination and harassment**

If any participant feels they have been discriminated against by Precious Plastic Plymouth and Tavistock CIC representatives or harassed at an event they should raise this with the directors. Contact can be made via the Precious Plastic Plymouth and Tavistock website, the facebook page or directly on [kate.crawfurd@gmail.com](mailto:kate.crawfurd@gmail.com)

The directors will investigate the complaint, listening to all representatives involved. If the complaint is against a director, that member will not be part of conducting the investigation.

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

If a proven complaint is against the Organisation as a whole, the directors must work to ensure that such discrimination is not repeated in the future and must inform the representatives 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 the Precious Plastic Plymouth and Tavistock CIC constitution. The Organisation 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 concerns.

#### Definitions

**Harassment:** A form of discrimination. Harassment is often unwanted behaviour based on someone's protected characteristic, sexual harassment or treating someone less favourably because they reject or submit to sexual harassment. Harassment can also happen without discriminatory motives.

**Unwanted Behaviours:** Behaviour which intends to, or has created the effect of, violating someone's dignity by creating a hostile, intimidating, degrading, humiliating or offensive environment.

**Bullying:** Often identified as intimidating, malicious, offensive or insulting behaviour by one or more individuals. It may involve words, physical actions or general conduct. It can also include abuse or misuse of power. What one person may consider as bullying may be viewed as no more than firm management by another. However, any behaviour that leads to someone becoming stressed, demotivated or frightened is unacceptable.

**Victimisation:** Less favourable treatment of someone because they have made, or have helped someone else make, a complaint of bullying and/or harassment.

**Protected Characteristics:** According to the Equality Act (2010), it is against the law to discriminate against someone because of their age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief (or lack of), sex and/or sexual orientation.