



CIO No: 1205090

Diversity and Inclusion Policy

Aims:

Cockermouth Emergency Response Group believes that all committee members, employees, volunteers and customers should be treated with dignity and respect and recognises that discrimination on grounds of race, sex, age, disability, sexual orientation, class, religion, marital status and nationality is both morally and legally unacceptable.

The purpose of this Equal Opportunities Policy is to clearly set out the positive action that we intend to take to combat direct and indirect discrimination within the Group and in its relationships with other bodies.

In adopting this Equal Opportunities Policy, we are making a commitment to ensure that equal opportunity for its committee members, employees, volunteers and customers becomes a reality. All committee members, employees and volunteers will be given access to this policy as part of their induction.

Code of Conduct:

The Board of Trustees, employees and volunteers are committed to ensuring the equality of opportunity through maintaining diversity and inclusion to all involved with us. Everyone is expected to implement this policy.

All Trustees, employees and volunteers will be considered on their own merits and abilities to do the work they wish to do.

All Trustees, employees and volunteers will ensure that services provided by the Group are accessible, appropriate and delivered fairly to all.

All Trustees, employees and volunteers will create a volunteering environment free of bullying, harassment, victimisation and unlawful discrimination where the contributions of individuals are recognised and valued.

No Trustees, employees, volunteers and customers will be on the receiving end of less favourable treatment as a result of race, sex, age, disability, sexual orientation, class, religion, marital status or nationality.

Any Trustee, employee, volunteers or customer who feels they have been discriminated against or treated disrespectfully should discuss this with the Group Chair or Administrator.

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The Board of Trustees will take all complaints of discrimination or harassment very seriously and they will be investigated thoroughly. The individual accused will be given a chance to explain their point of view.

This policy applies to the Board of Trustees, employees, volunteers, customers and the public.

This policy will be reviewed annually by the Board of Trustees.

REVIEWED BY:

Name	Position	Date
Paul Mogford	Ops Director	03 June 2024
Jo Crozier	Administrator	03 June 2024

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