



Essex Badger Protection Group

Equality & Diversity Policy

Introduction

The Essex Badger Protection Group has a commitment that our volunteers, our members, and the members of the public with which we engage, are treated fairly and free from any form of discrimination concerning the protected characteristics as outlined by the Equality Act 2010, which are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race (includes colour, nationality and ethnic origins);
- religion and/or belief;
- sex;
- sexual orientation;

Whilst the Equality Act doesn't legally protect volunteers in the same way as employees, the Group recognises the moral duty that everyone has a contribution to make to our society, that they should be free from discrimination and have a right to equal opportunity.

Responsibilities

The Group aims to attract volunteers and members with the knowledge, skills and experience required for volunteer roles, irrespective of an applicant's background. Additionally, in our dealings with the public with whom we engage or who seek advice from us, we will ensure; -

- They are treated fairly in an environment free from discrimination in an atmosphere of dignity and respect;
- Our policies, practices and procedures are applied impartially and objectively;
- Equality of opportunity to all and to provide our volunteers with the opportunity to develop and realise their full potential;

Breaches

- All volunteers/members are obligated not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Chairperson (or vice-chair or other committee members if the issue is with the Chairperson.)
- The Group will not tolerate processes, attitudes, and behaviour that amount to direct discrimination, associative discrimination, discrimination by perception, indirect discrimination including harassment (harassment by a third party), victimisation, and bullying through prejudice, ignorance, thoughtlessness, and stereotyping.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification. This will be in line with the Group Complaints & Problem-Solving Policy.

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