



Country Days

Equality, Diversity, and Inclusion Policy

Country Days is committed to encouraging equality, diversity and inclusion among our members and eliminating unlawful discrimination in the provision of our services.

The aim is for our children, volunteers, staff, trustees, associates, and anyone involved in the organisation in any capacity to be inclusive of all sections of society.

The policy's purpose is to:

- Provide equality, fairness, and respect for all throughout our charity.
- Not discriminate against groups or individuals based on any of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation, and disadvantaged socio-economic status and to oppose and avoid all forms of discrimination.

Country Days commits to:

- Encourage equality, diversity, and inclusion throughout the charity.
- Monitor the make-up of our organisation regarding information such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation, and disadvantaged socio-economic status in order to encourage equality, diversity, and inclusion, and in meeting the aims and commitments set out in the Equality, Diversity, and Inclusion policy. Monitoring will also include assessing how the Equality, Diversity and Inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.
- Create an environment free of bullying, harassment, victimisation, and discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all people involved are recognised and valued.
- Not only to preventing discrimination within our charity, but also to being actively inclusive. This means taking deliberate and concrete measures to examine and eradicate any prejudice within Country Days. This commitment includes training staff about their rights and responsibilities under the Equality, Diversity, and Inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in roles, and prevent bullying, harassment, victimisation, and unlawful discrimination.
- Regularly review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law and best practice.¹
- Base decisions concerning staff on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Take seriously complaints of bullying, harassment, victimisation, and discrimination in the course of the organisation's activities.
- Deal with such acts as behaviour to be reviewed and assessed under the organisation's concerns and complaints policy and ensure that appropriate action is taken.
- Ensure that all staff and other members of our organisation understand they can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination.