



Charnwood Eco Hub

Equality and Diversity Policy

Aims

Charnwood Eco Hub is open to all residents of Charnwood. We aim to help residents reduce their carbon footprint and promote organisations and projects that help them do so. In particular, we aim to treat every resident equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

We endeavour to make our services, meetings and events as accessible as possible. Charnwood Eco Hub is located on the first floor of the building. During the daytime access hours of Charnwood Eco Hub, a lift is available. During the evening access hours, due to the agreement we have with our host organisation, access is via the stairs only. When there are more than 40 people at an event we aim to use a PA system.

When we organise paid events, we provide free places for carers of attendees who can only attend if they bring a carer.

We are committed to ensuring any resident of Charnwood is able to attend our activities, so we will reassess our access requirements regularly.

Diversity

Our CIC works for the benefit of all residents of Charnwood. We aim to organise a range of environmental-themed events and activities and projects to suit the interests and meet the needs of a wide variety of people.

Inclusion and respect

Every resident of Charnwood should be made to feel equally welcome and included at all Charnwood Eco Hub 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 the organisation.

Dealing with discrimination and harassment

If any resident feels they have been discriminated against by Charnwood Eco Hub or harassed at one of our events they should raise this with the directors.

The directors will investigate the complaint, listening to all those involved. (If the complaint is against a director, that director 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 Charnwood Eco Hub as a whole, the directors must work to ensure that such discrimination is not repeated in the future and must make public how they propose to do this.

Any decision to exclude a person from Charnwood Eco Hub due to discriminatory or harassing behaviour will be made with reference to Charnwood Eco Hub's constitution. Charnwood Eco Hub 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.

This policy was adopted by Charnwood Eco Hub CIC on 09/05/2023, and will be reviewed at least every 2 years.

Approved by: Emma Ward/Director

Date: 09/05/2023

Reviewed: 18/01/2025

Next Review Date: 18/01/2027