

Worstead Guild of Weavers Spinners & Dyers

Registered Charity No: 1144939

Equality and Diversity Policy Statement



The Worstead Guild is dedicated to encouraging a supportive and inclusive culture amongst its membership.

We fully accept and welcome that society consists of many diverse groups and individuals and this diversity is an asset to the community, we also recognise that certain groups and individuals are discriminated against and we are opposed to this. Our aim is to ensure that all our members, and visitors are given equal opportunity and that our Guild is representative of all sections of society. .

This policy reinforces our commitment to providing equality and fairness to all and not providing less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

The Worstead Guilds is committed to being an Equal Opportunities Organisation, and endeavours at all times to make its activities accessible to all members.

The Trustees will bring to the attention of all members, the provisions of the policy and will provide such training as is necessary to ensure the effective implementation of the Policy.

The Trustees shall have responsibility for the operation of the Policy. However, all members have a duty to do everything they can to ensure that the Policy operates in practice.

Code of Conduct.

⌚ People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability, religion or age.

⌚ At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology that is deemed derogatory.

⌚ No one will be harassed, abused, excluded or intimidated on the grounds of their race, sex, age, nationality, disability, religion or sexual orientation.

⌚ Incidents of harassment will be taken seriously. If the matter cannot be resolved by way of an acceptable apology and an undertaking that the offence will not be repeated, the following action will be taken:

1. The person in question will be requested to attend a meeting of the Trustees to explain their actions
2. In the case of a helper/volunteer, action may be taken as appropriate and if deemed necessary their involvement with the organisation may cease.
3. In a case involving a member of the organisation, membership to the organisation may be withdrawn. Any directly involved person has the right to appeal against a decision made by the Trustees who will consider that appeal before a decision is made and that decision will be final

The Policy will be reviewed annually to ensure effective implementation.

The person with overall responsibility for Equality and Diversity within the Guild is: The Chairperson

January 8th, 2019, reviewed July 10th 2021, reviewed October, 2024