



## **Croydon Division - Surrey Beekeepers' Association Equality and Diversity Policy**

### **1. Our aim**

- 1.1 In carrying out its functions as Charitable Trust, the Croydon Division of Surrey Beekeepers Association (CBKA) is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.
- 1.2 We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

### **2. About our policy**

- 2.1 This policy is intended to demonstrate Croydon Division's (CBKA's) commitment to eliminating discrimination and encouraging and valuing diversity among members and volunteers.
- 2.2 We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.
- 2.3 We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **3. Our responsibilities**

- 3.1 CBKA understands that for equality to be achieved this policy needs to be made understandable to, and embraced by members and volunteers.
- 3.2 All members, volunteers and visitors have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.
- 3.4 Overall responsibility for the implementation of this policy lies with CBKA's chair & executive committee/trustees.

## **4. Our commitments**

- 4.1 CBKA recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do.
- 4.2 We will seek to create an environment in which diversity and the contributions of all members , volunteers and guests are recognised and valued in all that we do. In this way we hope to provide an example of good equality practice and promote community cohesion with all CBKA activities.
- 4.3 We recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people’s health, well-being and quality of life. We will therefore support people to develop equalities awareness and understanding.
- 4.4 To ensure that we are meeting the aims and the spirit of this policy we will:
  - a) Discuss and review how well we are implementing this policy, and adjust our practices if and where necessary
  - b) Assess any significant new or revised policies and procedures for their impact on equality
  - c) Embed equality and diversity into any future planning
  - d) Ensure our employment practices and procedures are consistent with the aims of this policy.

## **5. Review and Action**

- 5.1 It is important for us to regularly review this policy every three years as a minimum to ensure that it reflects up to date equality legislation and best practice.

**Reference:** Equality Act 2010 and Explanatory Notes to the Equality Act 2010

Created by Croydon Beekeepers May 2017

Last reviewed March 2021 by CBKA committee