



RGWN's Equal Opportunities, Inclusion and Diversity Policy

Unfair discrimination in our society takes many forms. It may be direct and based on overt prejudice, or indirect and based on lack of awareness and understanding. It may be ingrained in the culture of organisations in the sense that the McPherson Report defined institutional racism.

RGWN is committed to creating an inclusive culture, tackling discrimination, promoting equality and diversity and providing equality of opportunity. RGWN is opposed to all types of unfair or unlawful discrimination and seeks to ensure that we and our members do not practise or enable it.

Our commitment under this policy places an obligation on all representatives of member organisations, volunteers, staff and directors of RGWN to uphold this policy and the approach it describes. Member organisations are expected to support RGWN's anti-discrimination values and will be asked to endorse them when applying for, or renewing, membership.

This means that we will

- comply with all applicable laws and regulations, including the Equality Act 2010 and the Human Rights Act 1998
- try to ensure that inclusion and equality run through all plans, actions and activities,
- apply the values in this policy when developing processes in relation to recruitment and management of staff and volunteers, and
- not tolerate discriminatory remarks.

RGWN recognises that being fully inclusive, securing equal opportunities and respecting diversity are all ongoing actions, and we cannot claim to get it right every time. We therefore seek to be an organisation where we can ask

questions and learn, where respectful challenge and raising of issues is seen as a good thing.

Where we get it wrong, this is the procedure by which a member, an employee, or a volunteer can raise a concern or a complaint in relation to discrimination or breach of this policy.

1: The complainant may raise an informal complaint with the Chair, orally or in writing, about the concern/complaint. Where the concern/complaint is about the Chair, it should be raised informally with the Treasurer or Company Secretary.

2: They will respond within 15 days or, if that is not possible, contact the complainant to explain why and what is going to happen.

3: If 1 and 2 do not result in an informal resolution, the complainant may write to the Chair, requesting a formal investigation. If the complaint is about the Chair, the request should be made to the Treasurer or Company Secretary. That investigation should conclude within 15 days if possible, and if not possible, the complainant should be told, in writing, why not and when it can be expected to conclude.

4: Outcomes: the outcome will depend on the nature of the complaint/concern. It could range from an apology, through a constructive listening conversation, to review of policies, some other action or a proposal to be considered at an Extraordinary General Meeting of RGWN. This list is not exhaustive.

5: At all stages, RGWN and members are expected to act with honesty, openness, kindness, and respecting confidentiality as appropriate.

6: RGWN's Company Secretary will keep a record of all concerns/complaints under this policy, including outcomes, for 6 years.

The statutory background:

The Equality Act 2010 sets out nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and

maternity, race, religion or belief, sex, and sexual orientation. The text of the Act can be accessed [here](#).

Human Rights Act 1998 The text of this Act can be accessed [here](#).

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