



## 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

- 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.

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