



WE ARE PORTS

EST. 2017

The We Are Ports Committee are responsible for ensuring that this Equality and Diversity Policy is implemented, followed and reviewed when appropriate.

The We Are Ports Committee is also responsible for ensuring that this Equality and Diversity Policy is enforced and any breaches are dealt with appropriately.

A copy of this Equality and Diversity Policy will be publicly available on the We Are Ports website.

This Equality and Diversity Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality and Diversity Policy will take place as and when required, but not less than once every three years.

PURPOSE

To eliminate discrimination or harassment based on personal characteristics including race, gender, physical or intellectual impairment, sexual preference, age or political associations or beliefs.

POLICY STATEMENT

We Are Ports supports equal opportunity as applied to membership and committee appointments with disregard to personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political affiliation or beliefs.

All members of We Are Ports are expected to treat all people with respect and not to discriminate directly or indirectly against people based on personal characteristics including those listed. Any person engaging in behaviour deemed as racially vilifying, homophobic or discriminatory will encounter disciplinary action.

EQUALITY AND DIVERSITY POLICY

This policy is fully supported by the We Are Ports Committee which is responsible for the implementation and reviewing of this policy

The aim of this policy is to ensure that everyone is treated fairly, with dignity and respect and that members are not denied access to We Are Ports because of a discriminatory reason.

We Are Ports committee will therefore commit to the following:

1. Be responsible for setting standards and values to apply throughout the organisation at every level, as We Are Ports should be open by everyone who wants to join the organisation.
2. Not discriminate or in any way treat anyone less favourably, on grounds of ethnic identity, age, gender, nationality, geographical location, sexuality or religion.
3. Be committed to eliminate discrimination by reason of ethnic identity, age, gender, nationality, geographical location, sexuality or religion and to encourage equal opportunities.
4. Ensure that it treats its members and non-members fairly and with respect and will ensure that all members of the organisation have access to and have opportunities to take part in, and enjoy, its programmes of activities and events.
5. Not tolerate harassment, bullying, abuse or victimisation of an individual (which the organisation regards as forms of discrimination), including sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
6. Be committed to the immediate investigation of any complaints of discrimination, once they are brought to its attention. Complaints will be dealt with in accordance with its complaints policy and, where such a complaint is upheld, the We Are Ports Committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.
7. Be committed to a policy of equal treatment of all members and visitors to abide by and adhere to these policies and the requirements of the relevant legislation (including the Equality Act 2010) as well as any amendments to existing legislation and any new legislation

In the event that any member or visitor feels that they have suffered discrimination or harassment in any way or that the policies, rules or code of conduct have been broken they should follow the procedures below.

COMPLAINTS

1. The complainant should report the matter in writing to the secretary or another member of the committee. The report should include:
 - a. details of what occurred;
 - b. details of when and where the occurrence took place;
 - c. any witness details and copies of any witness statements;
 - d. names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed);
 - e. details of any former complaints made about the incident, including the date and to whom such complaint was made; and
 - f. an indication as to the desired outcome.

2. If the person accused of discriminatory behaviour is a member or representative of the committee:
 - a. will request that both parties to the complaint submit written evidence regarding the incident(s);
 - b. may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;
 - c. may (at its sole discretion) hold a hearing at which both parties will be entitled to attend and present their case;
 - d. will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy, (including the Equality Policy): warn as to future conduct, suspend from membership, remove from membership, exclude a non-member from the facility or turn down a non-member's future membership applications.

3. Will provide both parties with written reasons for its decision to uphold or dismiss the complaint within one (1) calendar month of such decision being made.

4. Either party may appeal a decision of the committee.

Signed

We Are Ports Committee