

Exelby Green Dragon Community Pub Ltd

Equality, Diversity and Anti-Discrimination Policy

First produced August 2019

Approved by EGDCP Management Committee 13 August 2019

To be reviewed August 2020

The Designated Management Committee Member for Equality, Diversity and Anti-Discrimination is John Walker, Secretary.

Policy Statement

Exelby Green Dragon Community Pub Ltd (“we” or “the Society” or “EGDCP”) is registered with the Financial Conduct Authority under the Co-operative and Community Benefit Societies Act 2014, Reg No. 7599 and our registered address is Garth House, Exelby, Bedale, North Yorkshire, DL8 2HD.

EGDCP is committed to ensuring that all members, volunteers and community participants are treated equally. We value diversity and are determined to ensure that:

- we treat all individuals fairly, with dignity and respect;
- the opportunities and activities we provide are open to all where legally allowed and practical;
- we provide a safe, supportive and welcoming environment for all members, volunteers and those others in the community who take part in our activities.

No member, volunteer or community participant shall receive less favourable treatment or consideration on the grounds of race, colour, religion, nationality, ethnic origin, sex, sexual orientation, disability, age or marital status.

Every EGDCP Management Committee Member should ensure that:

- There should be no discrimination on account of race, colour, religion, nationality, ethnic origin, sex, sexual orientation, disability, age or marital status;
- Sexual and racial harassment are not tolerated.

All EGDCP Management Committee Members have personal responsibility for the practical application of this Policy.

Action may be taken by the Management Committee against any member or volunteer who is found to have committed an act of discrimination. Such action may include expulsion from EGDCP in accordance with the Society's rules. Where the Committee considers that unlawful discrimination has taken place then this will be reported to the relevant authorities.

In the case of any doubt or concern about the application of this Policy, any member, volunteer or community participant should consult the designated EGDCP Management Committee Member for Equality, Diversity and Anti-Discrimination.

Notice agreed by the Board of EGDCP Ltd 13-08-2019