



ALTON CLIMATE ACTION NETWORK

Registered charity no. 1189431

EQUALITY, DIVERSITY AND INCLUSION POLICY

Alton Climate Action Network (ACAN) is committed to promoting and valuing equality, diversity and inclusion in all its activities. This policy includes and extends to our Trustees and Management Committee, supporters, volunteers and staff and to those attending our meetings and activities.

In particular, the ACAN Trustees commit themselves to the following actions to observe all relevant legislation not to discriminate against people or harass anyone on the grounds of protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

1. To endeavour to make meetings, activities, publications and all other services accessible to people with disabilities, and welcoming and inclusive for all sections of the community.
2. To use images and language which reflect the diversity of people who live and work in Alton.
3. To take immediate appropriate action regarding any observed or alleged discriminatory or abusive behaviour connected with ACAN, intentional or not, and report the matter to the chair of Trustees or another Trustee.

4. To ensure that any paid employment or formal volunteering opportunities are advertised publicly, and that all applicants are treated fairly with selection made on the basis of aptitude and ability using explicit criteria.
5. To treat staff and volunteers fairly and provide equal opportunities in relation to pay, benefits, training, promotion and other conditions of employment.
6. To create an inclusive working environment for all staff and volunteers in which the contribution and needs of everyone are fully valued and recognised, and no form of intimidation, bullying or harassment is tolerated.
7. To review this policy and its implementation at least every two years at a meeting of Trustees.

Approved by the ACAN Trustees and Management Committee

29 April 2024