

Salisbury Transition City's equality, diversity and inclusion policy

Salisbury Transition City is committed to encouraging equality, diversity and inclusion among our membership, employees and volunteers and is committed to eliminating unlawful discrimination. This commitment extends to events and projects run by Salisbury Transition City.

Our aim is for our membership, workforce and interactions to be truly representative of all sections of society and our service base (the people of Salisbury), and for each person to feel respected and able to give their best.

We value diversity and encourage fairness and justice.

To achieve this:

- We will treat all members, employees, job applicants and volunteers fairly and equally regardless of their sex, sexual orientation, gender reassignment, marital or civil partnership status, race, colour, nationality, ethnic or national origin, religion, age, disability or union membership.
- We will create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff, members, volunteers and members of the community are recognised and valued.
- We will not make any requirement or condition without justification which could disadvantage individuals purely on any of the above grounds. The policy applies to membership, recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.
- We will offer services fairly to all people, ensuring that anyone in contact with the organisation is treated with respect.
- We will make reasonable adjustments to enable people with disabilities to participate fully in our activities and will aim to refer to this policy to guide all of future our decisions.
- We will comply with the Equality Act 2010.
- We will ensure mechanisms are in place for responding to complaints of discrimination and harassment from staff, volunteers and the public.
- We will make this policy available to all members, staff, job applicants, volunteers and service users who will be required to comply with it.

Salisbury Transition City has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for them.

The Steering Group will oversee the implementation of this policy and it will be reviewed every two years.