

Taunton Gay Group: equality policy

Taunton Gay Group (TGG) is committed to encouraging equality and diversity, and eliminating unlawful discrimination.

The aim is for our workforce (management committee/ volunteers) to be truly representative of all sections of society and our beneficiaries, and for each employee to feel respected and able to give their best.

The Group - in its operations is also committed against unlawful discrimination of beneficiaries or the public

The policy's purpose is to:

- provide equality, fairness and respect for all our participants and volunteers
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination.

The Group commits to:

- encourage equality and diversity in the Group as they are good practice
- 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 involved are recognised and valued
- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow participants, customers, suppliers, visitors, the public and any others in the course of the organisation's operations and activities
- monitor the make-up of participants regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity,

and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

Version 1 April 2018

Last Reviewed April 2019

Date of next Review April 2020