

The Equality Act 2010

This is the Equality Policy Statement of:

The Combe Mill Society
Blenheim Palace Sawmill
Combe
Witney
Oxon.
OX29 8ET



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This Equality policy of the Combe Mill Society has been reviewed by the Board at its meeting in January 2013

Signed:...



Date:...21/01/2013.....

Name (in Capitals):.....A G SIMMONS

Position in Society:..... CHAIR

1 INTRODUCTION

(a) The Equality Act became law in October 2010. It replaces previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) and ensures consistency in what we need to do to make our workplace a fair environment and to comply with the law.

(b) The Equality Act covers the same groups that were protected by existing equality legislation - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity - but extends some protection to groups not previously covered, and also strengthens particular aspects of equality law.

2 THE COMBE MILL SOCIETY EQUALITY POLICY

(a) The Combe Mill Society is committed to eliminating discrimination and encouraging diversity amongst its Members. Our aim is that our Members will be truly representative of all sections of society and each Member feels respected and able to give of their best.

(b) To that end the purpose of this policy is to provide equality and fairness for all our Members and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

(c) All Society Members, will be treated fairly and with respect. Any Member who volunteers for a particular duty or activity will be welcomed on the basis of their aptitude and ability. All Members will be helped and encouraged to develop their full potential and the talents and resources of the Members will be fully utilised to maximise the efficiency of the organisation.

(d) Our commitment:

(i) To create an environment in which individual differences and the contributions of all our Members are recognised and valued.

(ii) Every member is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

(iii) Training, development and progression opportunities are available to all Members.

(iv) Equality at the Mill is good management practice and

makes sound business sense

(v) from time to time we will review the allocation of tasks, activities and procedures to ensure fairness.

(vi) Breaches of our equality policy will be regarded as very serious and will be reported to the Board.

(vii) This policy is fully supported by the Board.

(viii) The policy will be monitored and reviewed annually.