

The North Norfolk Talking Newspaper Association (The Mardler)

Equality, Diversity and Inclusion Policy

Introduction and scope

The Mardler is committed to encouraging and promoting equality of opportunity, equitable treatment and inclusion among its membership.

The Mardler is also committed against unlawful discrimination of its members and the general public.

The aim of the Mardler is for its members to be representative of all sections of society and for everyone to feel respected and able to give their best.

This policy applies to all those involved in the activities of the organisation.

The term “The Mardler” is used to represent the organisation.

The term “members” includes Trustees, listeners and volunteers.

Part 1. Responsibilities

Overall responsibility for Equality, Diversity and Inclusion (EDI) sits with The Mardler trustees.

Practical responsibility for EDI at activities and events organised by The Mardler sits with the Chair of the Trustees.

All Mardler members should be made aware of this policy. They should cooperate with Mardler Trustees by following agreed practices and reporting all EDI concerns to the appropriate person (as detailed above).

Part 2. Policy statement

The Mardler EDI Policy seeks to:

1. Provide equality, fairness and respect for everyone associated with the Mardler.
2. Treat everyone equally regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.
3. Oppose and avoid all forms of unlawful discrimination. This includes, but is not limited to, selection for volunteering, training or other development opportunities
4. Promote equality of access to membership, activities and opportunities. We will ensure no one receives less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction.

The Mardler commits to:

1. Encourage equality, diversity and inclusion in the organisation.
2. Create a volunteering environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.
 - This commitment includes making volunteers aware of their rights and responsibilities under the equality, diversity and inclusion policy.
 - Responsibilities include volunteers conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
 - All volunteers should understand they, as well as the Mardler, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their volunteering.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, listeners, visitors, the public and any others in the course of the organisation's work activities.
 - Such acts will be dealt with as misconduct and appropriate action will be taken, which could lead to dismissal from the role of volunteer or cessation of provision of services as a listener.
 - Any harassment which amounts to a criminal offence under the Protection from Harassment Act 1997 will be reported to the appropriate agency.
4. Ensure all volunteers are encouraged to develop their full potential.
5. Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
7. Monitor how the equality, diversity and inclusion policy is working in practice, consider and take action to address any issues and then review policy as necessary.

Complaints

If any member feels they have been discriminated against, harassed or victimised, they should raise their concerns with the Chair. If the complaint is regarding the Chair, it should be raised with another Trustee.

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