

PLASTIC FREE EASTBOURNE  
Equality, Diversity and Inclusion Policy

PLASTIC FREE EASTBOURNE CIC is committed to encouraging equality, diversity and inclusion among our volunteer group, and eliminating unlawful discrimination.

The aim is for our volunteers to feel respected and able to give of their best.

PLASTIC FREE EASTBOURNE CIC is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all our volunteers.
- oppose and avoid all forms of unlawful discrimination.

The organisation commits to:

- 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 are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's activities.
- Offer support, and training where relevant, to all volunteers, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Monitor the make-up of the volunteer group in encouraging equality, diversity and inclusion.

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

The equality, diversity and inclusion policy is fully supported by the PFE Steering Group. Concerns or complaints should be referred to Oliver Sterno, Community Leader or Sue Dixon, Deputy Community Leader

**Review**

These procedures will be reviewed every two years as a minimum

Date.....20<sup>th</sup> December 2022.....

Name: OLIVER STERNO

Signature (Chair)..... *Oliver Sterno* .....

Name: SUE DIXON ANDREW DURLING CHRIS MASON

Signature (Director(s))...*Sue Dixon Andy Durling* .....