



Established in 1978 for Education, Innovation and Preservation

Equality, Diversity and Inclusivity Policy

The Knitting & Crochet Guild promotes equality and respect for all, celebrating the diversity of its members and the wider community. We ensure that no-one is discriminated against when planning and delivering our activities.

About our policy

This policy demonstrates our commitment to eliminating discrimination. We believe that a culture that embraces equality and diversity is vital. It helps us ensure that everyone feels involved and included in our plans, programmes and activities. We encourage and value diversity both within our community and beyond. This includes our stakeholders:

- ❖ Members
- ❖ Branches
- ❖ Volunteers
- ❖ Partners
- ❖ Patrons
- ❖ Suppliers
- ❖ Users of our services
- ❖ Trustees

Our responsibilities

We have a legal responsibility under the Equality Act 2010. We must ensure that no-one is discriminated against because of one of the protected characteristics of the Act: age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We have an ethical and moral responsibility to create an environment in which everyone is welcomed and valued. An environment in which no bullying or harassment and no disrespectful or discriminatory behaviour is experienced or tolerated by anyone. An environment in which everyone feels comfortable, regardless of the craft they follow or their level of skill.

This policy is supported by our members and has been agreed by our Board of Trustees. Our Board of Trustees is responsible for implementing the policy.

To be effective, this policy must be understood and accepted by all our stakeholders. They are responsible for ensuring that their own language and actions are consistent with the content and spirit of this policy.

Our commitments

We understand that having a policy is not enough. We must act on it.

We will strive to create an environment in which diversity and the contributions of all our stakeholders (individually and collectively) are recognised and valued. We want to provide an example of good practice, and promote an inclusive community within the Knitting & Crochet Guild.

We acknowledge that many people may not realise the ways in which discrimination can affect people's health, well-being and quality of life. We will help and support people to recognise and understand these issues.

The Board of Trustees will regularly:

- ❖ Review this policy (annually), ensuring it reflects any changes in legislation and current best practice.
- ❖ Discuss and review how well we are implementing this policy, making changes to support improvements where necessary.
- ❖ Make sure that any new or revised policies support the aim of a welcoming and inclusive community.
- ❖ Embed the values of equality and diversity into our development plans.

Working with branches, contractors, suppliers, partners and patrons

It is important that all individuals and organisations acting or working on behalf of the Knitting & Crochet Guild are aware of this policy and agree to comply with it during their contact with us.

In addition, we are committed to:

- ❖ Using accessible venues for events and meetings, which includes the provision of support for the hearing and visually impaired.
- ❖ Using plain English and offering alternative forms of communication where it is within our means to do so. This includes, for example, emails, letters, reports and publicity materials.

If you are aware of any bullying, harassment or discrimination

Please report any instance of bullying, harassment or discrimination that you experience or are aware of. If we don't know, we can't do anything about it.

- ❖ If it takes place at an event, you may wish to talk to the event organiser. This may be a Branch Co-ordinator or a Guild representative at a show.
- ❖ If it takes place on Facebook, you may wish to contact one of the Group moderators.

In all cases, there is a named person on the Board of Trustees who has responsibility for Equality and Diversity – see *Slipknot* for contact details. Alternatively, you can contact the Chair of the Board of Trustees.