

Equality, Diversity and Inclusivity Policy

BACKGROUND

The Association was established to encourage and develop cooperation and coordination between all members having an interest in heritage in the area centred on the Milton Keynes Unitary Authority (otherwise Milton Keynes Council). Members are admitted from within the area of the Authority, and at the discretion of the Executive Committee from a wider area.

The objects of the Association fall within the following areas: - Heritage Policy, Collecting Policy, Research/recording of history, Publicity, Education, Training, Communication, Activities, Conservation/ display, Raising funds, Investment of monies, Legal requirements, Grants and projects and Commercial activities.

EQUAL OPPORTUNITIES POLICY

Policy owner – MKHA Chair with the guidance of the MKHA Executive Committee

This policy is published to ensure our compliance with the requirements of relevant UK legislation including the *Equality Act 2010*, and the *Modern Slavery Act 2015*.

Milton Keynes Heritage Association recognise that everyone has a contribution to make to our society and a right to equal opportunity. No job applicant or employee, member, volunteer or organisation/individual to which we provide services or with which we are associated will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment)
- race (including ethnic origin, colour, nationality and national origin)
- disability
- sexual orientation
- religion or belief
- age

Protected characteristics under the law are **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation**.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination

- All employees (whether part-time, full-time or temporary), volunteers, members, and beneficiaries will be treated fairly and with respect
- Membership will be open to all
- All vacancies will be advertised will include a statement on equal opportunities
- Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection/rejection decisions will be recorded
- All employees/volunteers/members will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation
- All employees/volunteers/members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the MKHA Executive Committee.
- All employees/volunteers/members are accountable for the application of this policy.

The MKHA commitment is:

- To create an environment in which individual differences and the contributions of all our staff, volunteers, members and beneficiaries are recognised and valued
- Every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all staff/volunteers
- Equality is good management practice and makes sound sense
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification
- This policy is fully supported by the MKHA Executive committee and has been agreed with members and employees
- The policy will be monitored and reviewed annually
- The successful implementation of this policy depends on the awareness and "commitment of all staff/volunteers/members of the Executive committee. Hence, all new staff/volunteers/members of the Executive committee and new MKHA members will be made aware of it's existence and on joining the organisation, and reminded they must conform with it on a regular basis.
- MKHA expect all our employees/volunteers/members will use appropriately inclusive language and behave in a way that will uphold the dignity of and respect for colleagues, and members of the public.
- MKHA will create a working environment that values difference and is free from prohibited discrimination, victimisation, bullying or harassment. Any individual who experiences or witnesses discrimination / harassment is encouraged to report it. All complaints will be taken seriously, promptly and thoroughly investigated, and dealt with in a sensitive and affect manner.

Review

The Executive Committee shall regularly monitor and evaluate the effectiveness of this policy in achieving the stated aims. This process shall be undertaken two yearly or sooner and shall aim to seek the views of organisations representing the interests of those groups referred to in this policy.

This is the current copy of this policy

Name: _____

Position

Agreed at the AGM on 28 September 2023 v2 (reviewed NL Dec.25)