

FRIENDS OF HADDENHAM LIBRARY

7 Station Rd, Haddenham, Cambridgeshire CB6 3XD

Equality and Diversity Policy

This policy sets out Haddenham Library's approach to equality and diversity. Haddenham Library aims to be an inclusive organisation, committed to providing equal opportunities and access to its resources and meetings.

1 Equality and diversity

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for Haddenham Library too.

2 Scope

- a. The rights and obligations set out in this policy apply equally to all volunteers, borrowers and visitors of all sorts.
- b. All volunteers are responsible for the application of this policy.

3 Haddenham Library's commitment

- a. Every volunteer, borrower or visitor is entitled to an environment that promotes dignity, equality and respect for all. Haddenham Library will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against any volunteer, borrower or visitor because of the Equality Act 2010 protected characteristics of:
 - sex;
 - gender reassignment;
 - marriage and civil partnership;
 - pregnancy and maternity;
 - race (including ethnic origin, colour, nationality and national origin);
 - disability;

- sexual orientation;
 - religion and or belief;
 - age.
- b. No form of intimidation, bullying or harassment will be tolerated.
- c. Allegations regarding potential breaches of this policy will be treated in confidence and investigated appropriately.
- d. Haddenham library will monitor the make-up of the volunteers, borrowers and visitors regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in order to encourage equality, diversity, and inclusion, and in meeting the aims and commitments set out in this policy.

4 When does this policy apply?

This policy applies to all conduct related to Haddenham Library activities (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to Haddenham Library).