

# **Gwent Guild of Weavers, Spinners and Dyers**

## **Equality, Diversity and Inclusion policy**

The Guild is committed to encouraging people from all backgrounds to become part of the Guild. We want to make sure all members feel included and are able to have a say in how the Guild is run by having open elections for places on the committee and also holding open meetings of the whole Guild from time to time to ensure everyone can give their views. We recognize that our membership is not representative of the communities of Gwent and through our outreach activities and by being a welcoming place for new members, we hope to attract new members from communities we don't currently reach.

## **Our policy's purpose**

1. Ensure equality, respect, and fair treatment of all members of the Guild.
2. Prevent unlawful discrimination on the basis of any protected characteristic set out in the Equality Act 2010:
  - Age
  - Disability
  - Gender reassignment
  - Marriage or civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
3. This policy applies to all aspects of the Guild including Guild meetings, committee meetings, events, communications and What's App groups.

## **Our commitments**

1. Ensure that meetings and events are accessible and welcoming
  - Make reasonable adjustments for members to ensure that no one is excluded from attending wherever possible.
  - Avoid holding committee meetings on religious holidays or at times of day when caring responsibilities might take precedence.
2. Create an environment at Guild meetings that is welcoming and free from bullying and discrimination.
3. Ensure that complaints are taken seriously. Any member who feels that they have been discriminated against, or who wishes to make a complaint should contact the chair of the Guild or a committee member who will investigate and give a response in writing within 10 working days.
4. We will actively seek out a minimum of one event to attend per year which will enable us to promote involvement in the Guild's work with groups that are currently underrepresented in the membership.