



ISLE OF WIGHT RADIO SOCIETY

EQUALITY, DIVERSITY, AND INCLUSIVITY POLICY

Introduction

All activities undertaken by the Society, or in the Society's name, are covered by this policy. The policy itself will be reviewed periodically – at least annually – and updated when necessary to ensure adherence to current best practice. This policy document is configuration controlled: It bears a version number and date of issue. The authoritative version is the one published on the Society's website, and any copy (eg the result of downloading and/or printing) should be cross-checked for currency before use.

Guiding principles

The Society has both a moral and a legal obligation to ensure that its activities are conducted in a manner that minimises the chances of any inappropriate discrimination involving its members, and those with whom its members interact.

Our Equality, Diversity, and Inclusivity (EDI) Policy is based upon two quite simple and complementary tenets:

- That we should all interact with each other as reasonable and respectful human beings, regardless of any differences between us, whether or not those differences would be obvious to a casual observer;
- That we will not discriminate against, nor in favour of, anyone on grounds of any Protected Characteristic (as defined in the Equality Act 2010 – see Reference).

This policy is given effect through a Code of Conduct (Appendix A to IOWRS Members' Rules), which all members are required to know and accept. Both texts should be read in conjunction with the Society's other governance documents, notably but not exclusively the Constitution, and our policies covering Risk Management; and Safeguarding.

Terminology

The only specially-defined term in this policy is Protected Characteristic, as cited above.

All other language herein is to be read as Standard English.

Practical implementation of EDI

As with some other IOWRS policy topics, the many aspects of EDI are addressed in a plethora of legal documents. Familiarity with those is neither required nor expected. What is required and expected of members (and, where applicable, of their guests and/or visitors) is common sense and good manners. Adherence to our Code of Conduct will achieve most of that.

In order to make the Society and its activities as accessible as possible, we may make reasonable adjustments to our normal modus operandi to help those with particular needs and/or limitations. (For example: A wheelchair access ramp alongside stairs.)

Such reasonable adjustments will be considered, on a case-by-case basis, if and when needed. The Society will not, as a matter of form, or just for the sake of appearances, expend time and resources to satisfy special needs which are not actually present nor obviously imminent in our immediate environment. Further, any reasonable adjustments which are made will not make the Society or its activities any less accessible to those without the special need in point.

The IOWRS Committee intends EDI to be embedded (and enacted) in the culture of the Society; not something which is codified. We have no checklists or flow charts on this subject. Committee Members and Activity Leaders are expected to embrace that concept, and to lead appropriately.

All members are encouraged to take up any opportunity for EDI awareness training, which may arise from time to time.

Reference

The Equality Act 2010 defines the following as Protected Characteristics:

- age
- disability
- gender reassignment
- income
- marriage or civil partnership status
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

END OF POLICY DOCUMENT