

Weaver Gowy Catchment Partnership Diversity Policy Statement

The Weaver Gowy Catchment Partnership is committed to creating an environment where participants, volunteers, learners, members, visitors and other stakeholders actively promote equality and diversity, tackle bullying and discrimination to ensure that every person involved our work has a positive, rewarding and inclusive experience.

Statement of Principles

The Catchment Partnership seeks to provide a safe, supportive environment for all members, volunteers and participants in which everyone is treated with dignity and respect.

- Member organisations actively encourage participation from individuals and groups from local, regional and international communities.
- Member organisations value diversity will strive to create positive working relationships so that everyone can work and learn to the best of their abilities, free from exclusion, discrimination, harassment or victimisation. Promoting Equality, Diversity and Inclusion is a core principle of the Catchment Partnership.

We recognise that prejudice and discrimination can exist both on an individual and organisational level. The Catchment Partnership will not tolerate individuals or groups treated less favourably than others on the grounds of:

- Organisation within which they are employed
- Colour, race, nationality, ethnic background, or national origin
- Gender, marital status, civil partnership or relationship, family status, pregnancy status
- Sexual orientation, or gender re-assignment,
- People with caring responsibility
- Disability inclusive of mental health
- Religion, belief, or lack of belief
- Employment or study status
- Socio-economic status
- Age

The policy applies to Steering Group Members, Sub Group stakeholders, guest to the partnership, contractors and service providers when working on catchment business in line with the 2010 Equalities Act [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Groundwork CLM host of the Weaver Gowy Catchment Partnership will work to ensure that:

- Equality of opportunity is embedded in all policies, practices, decision-making and evaluation processes,
- Impact assessments are completed where appropriate
- Encourage a diverse environment which values difference and raises aspiration
- Members understand the diversity within our community across the catchment.

This policy forms an Appendix to the Weaver Gowy Engagement Plan document. For further information please contact the Catchment Host Sara.Clowes@Groundwork.org.uk in the first instance who will signpost enquiries where and when required.