North Somerset Beekeepers

(a Branch of Avon Beekeepers Association Reg Charity No 271717)

Definition 'North Somerset Beekeepers' is used as an abbreviation of 'The North Somerset Branch of Avon Beekeepers Association'.

Equality & Diversity Policy

Our commitment to Equality and Diversity.

North Somerset Beekeepers recognises that many people in our society experience discrimination or lack of opportunity for reasons which are not fair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependants, geographical area, social class, income level or criminal record.

North Somerset Beekeepers is committed to a Policy of Equality of Opportunity which respects the identity, rights and value of each individual. North Somerset Beekeepers is positively committed to oppose all direct and indirect discrimination in the organisation.

North Somerset Beekeepers will:

- Challenge discrimination and lack of opportunity in its own policy and practice
- Aim to create a culture that respects and values each other's differences
- Ensure all Committee Members and volunteers will be made aware of the objectives within this policy and be encouraged to support its objectives.

Discrimination, bullying, harassment or exclusion are unacceptable, and behaviour of this kind will not be tolerated. Racist, sexist or discriminatory remarks during meetings or when conducting branch business will not be tolerated.

Definitions of Unacceptable Behaviour

The following are examples of conduct/behaviour which will be considered as unacceptable. This list is not exhaustive and does not limit or exclude other conduct/behaviour, which could reasonably be included.

- Unwanted physical contact such as unnecessary touching, patting, pinching, brushing against another individual's body, insulting or abusive behaviour or gestures, physical threats or assault.
- Unwanted verbal conduct such as unwelcome advances, patronising titles or nicknames, propositions or remarks, innuendo, lewd comments, jokes, banter or abusive language, which

refer to an individual or a group's gender, age, race, nationality, ethnic or national origins, disability, sexual orientation, marital status, religion or beliefs, gender reassignment, repeated suggestions for unwanted social activities inside or outside the workplace.

- Unwanted non-verbal conduct such as racially or sexually based graffiti referring to an individual's characteristics or private life, abusive or offensive gestures, leering, whistling, display of pornographic or suggestive literature or other items, pictures or films/videos or inappropriate use of e-mails or network systems for this purpose.
- Bullying, including persistent criticism and personal abuse and/or ridicule, either in public or private.
- Unlawful victimisation of an individual, because they have made a complaint or allegation of discrimination or have acted as a witness or informant in connection with proceedings under any Discrimination Legislation.
- Other conduct that denigrates, ridicules, intimidates or is physically, emotionally or mentally abusive of an individual or group.
- Unequal treatment, such as subjecting an individual to standards of work or deadlines not applied to other members, overbearing supervision or unnecessary circulation of critical memoranda or electronic messages, text or communication by social media.
- Spreading malicious rumours.
- Making derogatory or demeaning comments on any social media platform.
- Professional or social exclusion.
- Inciting others to commit any of the above.

In addition, North Somerset Beekeepers will:

- Ensure diversity amongst members is valued and individual skills will be utilised.
- Ensure that the same opportunities for involvement will be provided for every member with regards to training, election of officers, the formation of sub-groups and the delegation of tasks.
- Ensure the differing needs of individual members will be considered when booking venues and arranging the dates and times for meetings.
- Meetings will be arranged so that as many people as possible have the opportunity to attend and to gain access to a venue.
- Put in place procedures to deal with any form of harassment, unfair discrimination, incidents or complaints.

- The implementation and effectiveness of the Equality and Diversity Policy will be monitored and reviewed on a regular basis by the committee.

Anyone with a complaint or who wishes to report an incident should notify the committee by writing to the committee secretary, or chair if appropriate. All such incidents and complaints will be dealt with at the earliest opportunity after receipt. This should normally be within three weeks. This may require convening a sub-committee of a minimum of four persons including the chair or secretary of the committee.

If the matter cannot be resolved it will be referred to the committee of Avon Beekeeper's Association, who will tackle it under section 4 (iv) of their constitution.

Each incident or complaint will be dealt with on its own merits.

Reviewed and revised: 31 October 2025

Next review: 31 October 2026