

1. Our aim

I. In carrying out its function as a Community Benefit Society, Clynfyw Community Benefit Society Limited (Clynfyw CBS) is committed to promoting equality of opportunity for all, and to ensuring that no individual or group of individuals is discriminated against in the planning and delivery of any of our activities.

II. We therefore aim to ensure that the values of equality, diversity, inclusion and respect for all are embedded into everything we do.

2. About our policy

I. This policy is intended to demonstrate Clynfyw CBS's commitment to eliminating discrimination and encouraging and valuing diversity among tenants, volunteers, partners, suppliers, users of our services and Directors.

II. We recognise our responsibilities under the Equality Act 2010 and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity and inclusion will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

III. We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3. Our responsibilities

I. Clynfyw CBS understands that for equality to be achieved this policy needs to be made understandable to, and embraced by volunteers, suppliers, partners, residents and Directors.

II. This policy will be subject to agreement by the Directors.

III. All volunteers, suppliers, partners and Directors have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents this policy.

IV. Overall responsibility for the implementation of this policy lies with the Directors of Clynfyw CBS.

4. Our commitments

I. Clynfyw CBS recognises that an Equality, Diversity and Inclusion Policy alone is not enough to ensure that equality, diversity and inclusion are central to everything we do.

II. We seek to create an environment in which diversity and the contribution of all volunteers, suppliers, partners, residents and Directors are recognised and valued in all that we do. In this way we hope to provide an example of good equality practice and promote community cohesion within our local community, and communities of interest.

III. In introducing this policy we recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. We will therefore support people to develop equalities awareness and understanding.

IV. To ensure that we are meeting the spirit of this policy we will:

- a. Discuss and review how well we are implementing this policy and adjust our practices where necessary.
- b. Assess any significant new or revised policies and procedures for their impact on equality.
- c. Embed equality, diversity and inclusion in our development plans.

5. Working with contractors, suppliers and partners

I. It is important to us that suppliers, contractors and any other individual or organisation working on behalf of Clynfyw CBS are aware of and agree to comply with our Equality, Diversity and Inclusion policy while that work is underway. In addition we are committed to:

- a. Using accessible venues for events and meetings
- b. Using plain English, and offering accessible and easy-read communications, for example, emails, letters, reports, tenancy agreements and publicity materials as far as it is within our means to do so.

6. Review and action

I. We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice.

II. A review of our Equality, Diversity and Inclusion Policy will be carried out on a 12 month basis as a minimum and any necessary actions taken.