



# Anglican Society for the Welfare of Animals Equality, Diversity and Inclusion Policy

ASWA is committed to encouraging equality, diversity and inclusion among our committee and membership, and eliminating unlawful discrimination.

The aim is for our committee to be truly representative of all sections of society and membership, and for all people with whom we deal, internally and externally, to feel respected, heard and valued.

In carrying out its charitable functions as stated in its Constitution, ASWA is committed to avoiding unlawful discrimination against its members and the wider public.

The policy's purpose is to:

- provide equality, fairness and respect for all
- state ASWA's commitment to avoid unlawful discrimination on grounds of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- state ASWA's commitment to avoid other forms of discrimination which are incompatible with a Christian understanding that all human beings are made in the image of God and are of equal worth e.g. discrimination on the basis of economic or social circumstances, weight, or physical appearance

The organisation commits to:

- Encourage equality, diversity and inclusion in carrying out its charitable purposes
- Create an operational environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions between committee members and members are recognised and valued.

This commitment includes ensuring that committee members are fully aware of their rights and responsibilities under the equality, diversity and inclusion policy, and have access to further training and information should they request this.

- Take seriously, investigate and take appropriate action in respect of complaints of bullying, harassment, victimisation and unlawful discrimination made by committee members, members, the public and any others in relation to the ASWA's charitable activities.
- Adhere to ASWA's safeguarding policy and ensure that all allegations are appropriately reported to both Church and State authorities.

- Monitor the make-up of the Committee regarding information such as age, sex, ethnic background, sexual orientation and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them periodically, and considering and taking action to address any issues.

This equality, diversity and inclusion policy is fully supported by the president, vice-president, chair and committee of ASWA