Bridlington Community Shed

A place to Make, Share, Belong

Equality, Diversity and Inclusion (EDI) Policy

1. Policy Statement

Bridlington Community Shed is committed to encouraging equality, diversity, and inclusion among our members, trustees, and visitors. Our aim is for our workshop and community space to be open to all sections of society, and for each person to feel respected, valued, and able to give their best.

We oppose all forms of unlawful and unfair discrimination. The purpose of this policy is to ensure that no individual is treated less favourably on the grounds of any protected characteristic, and that our environment remains welcoming, safe, and inclusive for everyone in Bridlington and the surrounding areas.

2. Legal Framework & Protected Characteristics

This policy is fully aligned with the Equality Act 2010. We explicitly prohibit discrimination, harassment, and victimisation based on the following nine protected characteristics:

- **Age:** Bridlington Community Shed is an adult (18+) organisation. Within this eligibility requirement, people of all adult ages will be treated fairly and with respect.
- **Disability:** Including physical disabilities, sensory impairments, learning difficulties, neurodiversity, and mental health conditions.
- **Gender Reassignment:** Supporting transgender, non-binary, and gender-diverse individuals.
- **Marriage and Civil Partnership:** Ensuring equal treatment regardless of relationship status.
- **Pregnancy and Maternity:** Ensuring safety during pregnancy and early parenthood.
- **Race:** Including colour, nationality, ethnic origin, or national origin.
- **Religion or Belief:** Respecting all religious practices, philosophical beliefs, or those with no religious belief.
- **Sex:** Ensuring equal opportunities and treatment for men and women alike.
- **Sexual Orientation:** Ensuring respect for bisexual, gay, lesbian, heterosexual, and asexual individuals.

3. Commitments and Responsibilities

To build and maintain an inclusive workshop environment, Bridlington Community Shed commits to:

- **An Inclusive Atmosphere:** Creating a workspace where individual differences and the contributions of all participants are recognised and valued.

- **Zero Tolerance:** Maintaining an environment free from intimidation, bullying, harassment, and discrimination. Such behaviours will not be tolerated.
- **Accessibility:** Making practical and reasonable adjustments to our facilities, tools, layout, and activities to ensure people with physical limitations or learning needs can safely participate. Reasonable adjustments will be considered wherever practicable, while recognising that the safe operation of machinery, tools and workshop activities must remain the overriding consideration.
- **Financial Inclusion:** We recognise that financial circumstances can create barriers to participation. Where appropriate, the Shed will seek to support access through its Social Fund and other arrangements agreed by the Trustees.
- **Fair Opportunities:** Ensuring training, skill-sharing sessions, and trustee appointments are open and accessible to all eligible participants.
- **Review and Adaptation:** Reviewing our operational practices, tool configurations, and communication styles regularly to break down barriers to participation.

4. Workshop Code of Conduct

All members and visitors are expected to adhere to a high standard of mutual respect. Every individual participating in activities at Bridlington Community Shed must:

- Treat fellow members and guests with dignity, kindness, and patience.
- Use language that is respectful and inclusive, refraining from offensive jokes, slurs, or derogatory remarks.
- Actively share space, tools, and expertise in a collaborative and non-exclusionary manner.
- Report any discriminatory behaviour, harassment, or unsafe practices to a Trustee without delay.

5. Breaches of Policy & Complaints Procedure

Bridlington Community Shed takes breaches of this policy very seriously. If any member or visitor believes they have experienced or witnessed discrimination, harassment, or exclusion, they should follow this procedure:

1. Informal Resolution: Where appropriate and where the individual feels comfortable doing so, minor misunderstandings may be addressed informally. Individuals are not required to approach the person concerned before raising the matter with a Trustee.
2. Formal Complaint: If an informal approach is not appropriate or fails, the issue should be reported in writing or verbally to the Secretary to the Trustees (Bob Bunce)
3. Investigation: The Trustees will appoint two of their number (other than the Secretary) to review all formal complaints promptly, impartially, and confidentially, interviewing all involved parties.

4. Conflict of Interest: Where a complaint concerns a Trustee involved in the complaints process, that Trustee will take no part in considering the matter.
6. Disciplinary Action: The appointed Trustees will report to a meeting of all the Trustees. The Trustees will decide what further action to take. This may include verbal warnings, temporary suspension, or permanent termination of membership. If they decide that no further action is to be taken then this will also be communicated to all involved.
6. Review: Anyone dissatisfied with the outcome may request that the Trustees review the decision.

6. Policy Review and Monitoring

This policy will be reviewed every two years to ensure compliance with updating legislation and to adapt to the evolving needs of our local community.

Document Control

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