Bridlington Community Shed

A place to Make, Share, Belong

Equal Opportunities Policy

1. Policy Statement

Bridlington Community Shed ("the Shed") is committed to providing a safe, welcoming, and inclusive environment where everyone is treated with dignity, fairness, and respect.

We aim to ensure that no individual is discriminated against, excluded, or disadvantaged in relation to membership, participation in activities, or access to services.

This policy supports our charitable aims to improve wellbeing, reduce social isolation, and encourage participation for people of all backgrounds and abilities.

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2. Scope

This policy applies to:

- Members
- Trustees
- Visitors
- Contractors and partner organisations

It covers all Shed activities, services, decision-making, and communications.

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3. Legal Framework

This policy is informed by the **Equality Act 2010**, which protects people from discrimination on the basis of the following **protected characteristics**:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief

- Sex
- Sexual orientation

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4. Our Commitment

The Shed will:

- Promote equality of opportunity and inclusion in all activities
- Actively challenge discrimination, harassment, and victimisation
- Make reasonable adjustments to support people with disabilities or health conditions
- Encourage participation from under-represented or socially isolated groups
- Ensure decisions are made fairly, transparently, and consistently

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5. Membership and Participation

Membership and participation in Shed activities are open to all who support the Shed's aims, subject to:

- Health and safety requirements
- The safe and respectful use of tools and equipment
- Reasonable capacity and supervision limits

No one will be refused access or treated less favourably on the basis of a protected characteristic.

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6. Accessibility and Reasonable Adjustments

The Shed recognises that individuals may face physical, sensory, mental health, or social barriers to participation.

Where reasonably practicable, we will:

- Adapt activities, processes, or environments
- Provide additional support or guidance
- Offer flexible participation options

- Signpost to other appropriate support services where needed

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7. Behaviour and Conduct

All members and volunteers are expected to:

- Treat others with respect and courtesy
- Avoid discriminatory, offensive, or intimidating language or behaviour
- Support an inclusive, friendly, and non-judgemental environment

Discriminatory behaviour may result in action being taken under the Shed's Code of Conduct.

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8. Complaints and Concerns

Any concerns relating to discrimination, inequality, or unfair treatment should be raised with:

- A Trustee, or
- The Shed Chair

All concerns will be taken seriously, handled sensitively, and addressed promptly and fairly.

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9. Responsibilities

- **Trustees** are responsible for ensuring this policy is implemented and reviewed
- **Members** are responsible for upholding the principles of this policy
- **Partners and contractors** are expected to respect this policy when working with the Shed

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10. Monitoring and Review

This policy will be:

- Reviewed regularly (at least every two years)
- Updated in line with legislation, best practice, or funder requirements

11. Approval

Approved by: Board of Trustees, Bridlington Community Shed
Date approved: 5/09/2025
Next review date: 5/08/2027