



Equality and Diversity Policy

We believe in treating everyone fairly and see the diversity of our community as a real strength. We want to build a strong community with a sense of togetherness and aim to tackle disadvantage. We want everyone to be able to realise their potential and to benefit from the cultural, social, economic and civic vitality of our local community. We want to meet people's needs as best we can, and we acknowledge that treating people fairly does not necessarily mean treating everyone as if they are the same. This commitment applies to our work as a registered charity and in our community role.

Our commitment into action

Natural Kirklees opposes all forms of discrimination and believes in treating our trustees, volunteers and members fairly, regardless of their race, gender or gender identity, disability, sexual orientation, age, religion or belief. We want to make sure that we take equality and diversity into account in all our activities. This includes working with our volunteers and members to develop and deliver high quality events, services and activities that meet the needs of everyone.

Plans, policies and practice

We will:

- Design events, projects and activities that meet the needs of all our communities by utilising our research and our experience of good practice
- Ensure our plans and policies do not unfairly discriminate against any individual or community group
- Make sure all our volunteers are aware of our Equality and Diversity Policy Statement.

As a provider of services

We will:

- Ensure that services are relevant to the people in our community and take into account their different needs
- Provide information about our services that is clear, accurate and accessible

- Treat all members positively, with dignity and respect
- Listen to all our members and ensure their views are continually taken into consideration to shape decisions.

In partnerships and contracts

We will:

- ensure that our partners and contractors have the same values and principles and approach to equality and diversity as ourselves
- share our knowledge of our diverse communities, their requirements and aspirations, with our partners to help shape and improve the services they provide, and we will
- listen to the views of our partners to help us to improve our work and practice.



Signed

Ed Day – Chair of the Trustees

Policy Date – 4th June 2025

Review Date September 2026