



PNFS – Equality and Diversity Policy

Aims

We aim to treat everyone who engages with Peak and Northern Footpaths Society equally, regardless of their age (except as mandated by our governing document*), disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Diversity

Peak and Northern Footpaths Society is open to everyone*. We aim to promote a range of volunteering opportunities to suit the interests of a wide variety of people.

Inclusion and Respect

Everyone engaging with Peak and Northern Footpaths Society should be made to feel equally welcome and included at all member meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in our Society.

Dealing with discrimination and harassment

If anyone engaging with Peak and Northern Footpaths Society feels they have been discriminated against or harassed they should raise this with the Trustees.

The complaint will be dealt with in line with our complaint's procedure.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Equality and Diversity Policy. The Society will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

Implementation and Quality Assurance

Implementation is immediate and this Policy shall stay in force until any alterations are formally agreed by the Trustees. This Policy will be reviewed annually by the Trustees, sooner if legislation, best practice or other circumstances indicate this is necessary.

* The constitution as approved on 14 April 2018 does not allow people who are less than 18 years of age to join the society. It also restricts honorary membership to people over the age of 65



Version Control

Policy	Version	Created / Updated	Owner
Equality and Diversity Policy	1	Created and adopted 29 th March 2019	Secretary
	1	Reviewed September 2022 no updated required	