



# Brighter Better Orrell Inclusivity Policy

## Introduction

Brighter Better Orrell (BBO) is committed to fostering an inclusive and welcoming environment for all its members. This inclusivity policy outlines our dedication to support diversity, respect, and equal opportunities within the group.

### 1. Diversity and Non-Discrimination

We embrace diversity and prohibit discrimination based on race, ethnicity, gender, sexual orientation, religion, age, ability, or any other characteristic. Our community group is open and accessible to everyone.

### 2. Respectful Communication

Members are expected to communicate respectfully, recognising and appreciating the diverse perspectives within our community. Harassment or discriminatory behaviour will not be tolerated.

### 3. Language and Accessibility

As a small group we will strive to use inclusive language and make our communications accessible to all members.

### 4. Equal Opportunities

All members have equal opportunities to participate, contribute, and take on leadership roles within the group. We actively encourage diverse voices to ensure a representative and inclusive decision-making process.

### 5. Accommodations and Support

Reasonable accommodations will be made to support members with different abilities or specific needs. We encourage open communication to identify and address individual requirements.

### 6. Awareness and Education

Committee members will be encouraged to attend any available workshops and educational sessions to raise awareness about inclusivity and diversity. This includes understanding unconscious biases and fostering an environment of continuous learning.

### 7. Reporting Mechanism

Any member who experiences, or witnesses, behaviour contrary to this inclusivity policy is encouraged to report it to the BBO Chair Person. Reports will be handled confidentially and with utmost sensitivity.

### 8. Review and Revision

This inclusivity policy will be reviewed bi-annually to ensure its relevance and effectiveness. Feedback from the community will be actively sought and considered in the revision process.

### 9. Community Engagement

We will actively strive to engage with the broader community, to understand and address their needs, ensuring our projects, activities and events are inclusive and representative of our community.

By adhering to this inclusivity policy, BBO aims to create a positive and supportive environment where every member feels valued and included.

## Review and Approval

This policy will be reviewed every 2 years, or sooner if relevant legislation or national guidance changes.