

Dutch Spotted Sheep Society

Equality and Diversity Policy

January 2024

In carrying out functions as a Charity, The Dutch Spotted Sheep Society is committed to promoting equality of opportunity ensuring that there is no discrimination in the planning and activity of any of its activities, related events and meetings. This relates to Dutch Spotted Sheep Society Committee Members, Presidents, Members, Officials and Stewards, Volunteers and Staff and Exhibitors, Website and Social Media content.

The Dutch Spotted Sheep Society aims to ensure that the values of equality, diversity, respect and inclusion for all, are embedded into everything that we do, and to recognise our responsibilities as governed by the Equality Act 2010.

We will create and continue to encourage an environment that respects, welcomes and involves everyone, with zero tolerance for any form of bullying, harassment, disrespectful or discriminatory behaviour. This particularly applies to age, disability, gender realignment, income, marriage or civil partnerships status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Dutch Spotted Sheep Society is committed to ensuring that equality and diversity procedures and practice are correctly adhered to, taking into account relevant government and other guidance.

The Society Secretary is an appointed and designated Equality and Diversity Officer for the Dutch Spotted Sheep Society. The responsibility for all commitments, including those as follows, rests with the Society Trustees in conjunction with the designated Equality and Diversity Officer.

- 1) This Policy Statement will be reviewed annually as a minimum, with any interim regulatory changes amended and acted upon as appropriate.
- 2) Anybody connected with The Dutch Spotted Sheep Society, in any way, and in any capacity, is expected to adhere to all objectives.
- 3) Ensure that this Policy Statement is posted on the Society Website and Social Media pages, and updated as necessary.
- 4) Ensure all volunteers helping with any event are aware of this Policy Statement and have a designated Dutch Spotted Sheep Society representative to liaise with.
- 5) All members and individuals dealing with the Society will be able to view The Dutch Spotted Sheep Society terms and conditions, guidelines and policy statements online or at the request to the Secretary in paper form.
- 6) The Equality and Diversity Officer (Society Secretary) will attend the Trustee meetings after any event to report and discuss any relevant issues and actions to be taken.

7) Equality and Diversity is the responsibility of all, and anybody witnessing an incident or with any concerns, should report this to the Secretary/Equality and Diversity Officer secretary@dutchspottedsheep.co.uk

The Dutch Spotted Sheep Society will record the incident and take action as appropriate, and respond to this and also notify and submit documentation to legally required Statutory Services and Regulatory Authorities.

Wherever possible, The Dutch Spotted Sheep Society will try and provide accessible venues with good public access and ensure that all communications are easy to read and understand. The Dutch Spotted Sheep Society will do its best to accommodate those with hearing or visual impairments, and learning difficulties, and is always open to constructive feedback and ideas on any issues.

All Trustees and Committee Members, Officials, Stewards and Other Volunteers will have access to the Policy Statement online and if required in paper form. Any relevant training courses will be considered as appropriate.

This document will remind everybody of their ongoing responsibilities, and anybody who fails to comply with any part of this Policy Statement or procedures may be liable to dismissal from The Dutch Spotted Sheep Society or as a Trustee/Steward or Volunteer, and exclusion from any events.