



Avon Dassett Community Benefit Society Limited Equality, Diversity, and Inclusion Policy



Version 1	1 st August 2025	Approved by Management Committee
Version 1	11 th May 2026	For Approval by Members at the Annual General Meeting

Registered with The Financial Conduct Authority under the Co-operative and Communities Benefit Societies Act 2014 as a Benefit Society
Registration Number: 7489

VAT Registration Number: 272 5990 71





1. Introduction

Avon Dassett Community Benefit Society Limited (“the Society”) is committed to promoting equality, diversity, and inclusion in all its activities. We believe that embracing diversity and ensuring equality of opportunity are essential to achieving our goals and fulfilling our mission as a community benefit society.

2. Purpose

The purpose of this policy is to:

- Ensure that all Society members and visitors to the Yew Tree are treated fairly and with respect.
- Promote an inclusive culture where diversity is valued and celebrated.
- Prevent discrimination, harassment, and victimisation.
- Comply with all relevant equality legislation and best practices.

3. Scope

This policy applies to all members, employees, volunteers, suppliers and stakeholders of the Society. It covers all aspects of our operations, including, membership and community engagement.

4. Principles

The Society is committed to:

- **Equality:** Ensuring that everyone has an equal opportunity to participate and benefit from our activities.
- **Diversity:** Recognising and valuing the differences between individuals and groups.
- **Inclusion:** Creating an environment where everyone feels welcome, respected, and able to contribute.

5. Responsibilities

- **Management Committee:** The members of the Management Committee are responsible for ensuring the implementation and monitoring of this policy and are responsible for promoting equality, diversity, and inclusion within the membership and ensuring compliance with this policy.
- **Members and Volunteers:** All members, suppliers and volunteers are expected to support and uphold the principles of this policy.

6. Implementation

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To implement this policy, the Society will:

- Provide training and introduce awareness programmes on equality, diversity, and inclusion where considered appropriate.
- Review and update the Society's practices and procedures to ensure they are inclusive and non-discriminatory.
- Monitor and document the Society's progress in promoting equality, diversity, and inclusion.

7. Accessibility Measures

The Society is committed to ensuring that all activities, services, and facilities are accessible to all individuals, including those with disabilities.

To achieve this, we will:

- Conduct regular accessibility audits of the Yew Tree in conjunction with the tenant
- Provide reasonable adjustments to accommodate the needs of individuals with disabilities.
- Ensure that information is available in accessible formats upon request.
- Promote awareness and understanding of accessibility issues among our members, and volunteers.

8. Reporting and Complaints

Any concerns or complaints regarding discrimination, harassment, or victimisation should be reported to the secretary. All reports will be treated seriously and investigated promptly.

9. Review

This policy will be reviewed annually to ensure it remains relevant and effective.