

Equality, Diversity and Inclusion Policy

Definitions

Equality means that individuals enjoy the same opportunities and treatment as anyone else, regardless of their characteristics or status.

The Equality Act 2010 provides a legal framework to protect the rights of individuals. The Act identifies a set of protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Discrimination of an individual based on one or more of these characteristics is unlawful.

In its simplest terms, **diversity** means difference. British society, especially in cities, is a diverse one. We see people of different races, religions, sexual orientation, gender and age. In addition there is diversity in physical, sensory and cognitive abilities. Diversity in a society is something to recognise and celebrate, to foster a sense of value and belonging for all our citizens.

My commitments

I celebrate diversity and am committed to equality and inclusion.

- I will treat all clients, suppliers and guests with respect, dignity and fairness.
- I will provide services to all, without prejudice. I will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability (including cognitive and sensory impairment)
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation

In addition to the protected characteristics set out in the Equality Act 2010, I will not discriminate on the grounds of gender identity, neurodiversity or mental health conditions.

Diversity, Equality and Inclusion Policy

My commitments (continued from page 1)

- In my first contact with couples and families, I will establish their preferred pronouns and titles. I will respect these, both in my correspondence with them and in their ceremony.
- I will ask couples and families whether they or any of their guests have additional needs, such as mobility issues, language issues, neurodivergence or sensory impairment. I will make every effort to accommodate those needs. I will liaise with the venue and other suppliers if necessary to ensure that clients and/or guests with additional needs have the support they need.

Extra support can come in many forms, from a space on the end of a row for wheelchair users, through to allowing extra thinking time in meetings and the ceremony to prevent overload, or a BSL/Makaton signed interpreter.

Where these services are provided by a third party, there will be an additional cost and they will need to be arranged in advance. I can help with sourcing this.

- Before any event, I will check the venue to ensure ease of access for all. This includes wheelchair ramps, accessible parking, removal of obstructions, clear sight lines, and correct functioning of any supportive technology in place.
- When organising events, I will respectfully challenge discriminatory behaviour if I encounter it. This may include, but is not limited to, venue staff, suppliers, guests and clients. I will take seriously any complaint of discriminatory behaviour brought to me. In the event of a serious offence, I will escalate the issue to venue management if needed.
- I will engage in continuous professional training to keep updated with developments, legislation and guidance around diversity, equality and inclusion.
- This policy will be updated in line with any changes in guidance or legislation, or other developments in the field.