



Equality Diversity and Inclusion Policy

A Bear Named Buttony (“Buttony”) is committed to encouraging equality, diversity and inclusion and eliminating unlawful discrimination.

Our aim is for Buttony to be truly representative of all sections of society and the community served by the charity and for each member, volunteer, supporter and supplier to feel respected and able to give their best.

Our policy’s purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all those working for Buttony, in whatever capacity.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation

Our commitments

Buttony commits to:

1. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
2. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination in the course of the charity’s activities. Any complaints will be investigated by the Board and appropriate action taken.

3. Create products and social media content which reflect the diversity of the Buttony community.
4. Assess and develop our understanding of diversity, equality and inclusion.
5. Develop and maintain inclusive cultures, practices and behaviours in all Board decision making. The Board will promote and demonstrate inclusive behaviours and cultures to the wider Buttony community.

Agreement to follow this policy

In adopting this policy, the Board make a firm commitment to implementing the policy, monitoring its effectiveness and adapting our practices wherever necessary.

Document version control

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1.0	First version	Helen Macfarlane	21/06/2023

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