



## Equality, Diversity and Inclusion policy

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**In The Frame** is committed to encouraging equality, diversity and inclusion across all areas of operation and community interaction, and eliminating unlawful discrimination.

The aim is for our collective to be truly representative of all sections of society and for our community to feel respected and able to engage in events without any barriers.

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### The Collective commits to:

1. Encourage equality, diversity and inclusion through fairness and respect in the collective and amongst our community, regardless of level of involvement.
2. 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.

We will not unlawfully discriminate against 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

We'd also go further to include eliminating, to the best of our abilities, any financial background bias and barriers that could discriminate against an individual's involvement.

This commitment includes having this policy available to all collective members and our community, with the encouragement of all to abide by it.

All members of the collective should understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their involvement, against fellow members, community, and the public

**3. Take complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members and community individuals, seriously.**

The collective holds an open door policy encouraging any and all complaints and concerns to be freely raised with the President or Vice-president. Issues to be addressed and appropriate action will be taken.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

**4. Make opportunities for training, development and progress available to all as we aim to help and encourage all members of our community to develop their full potential, so their talents and resources can be fully explored.**

**5. Continuity seeking advice and guidance on best practices for inclusion for community, communication and engagement.**

**6. Review our constitution and practices when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.**

**7. Having no limitations to the make-up of the membership and leadership team in regards to characteristics listed in point 2, keeping open and accessible access to all in line with our constitution.**

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### **Agreement to follow this policy**

The equality, diversity and inclusion policy is fully supported by the founders and Leadership Members of In The Frame's collective.

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