



## Equality Policy

Last Reviewed: 22nd February 2024





## 1. Policy Statement of Intent

RammyMen is committed to identifying, confronting and eliminating discrimination whether by reason of race, colour, nationality, religion or belief, gender, sexual orientation, marital or civil partner status, age, ethnic and national origin, pregnancy, mental health condition, substance addiction, maternity or paternity, disability, gender reassignment or any other individual's characteristics.

RammyMen intends to ensure that everyone who wishes to engage with the organisation, whether as volunteers, trustees, staff, members or participants, and any other person engaged with our activities, has a real and equal opportunity to do so, and aims to help everyone associated with the organisation to achieve their full potential.

RammyMen is committed to eliminating discrimination of any kind in the organisation, and will under no circumstances accept discriminatory practices. The organisation also takes a zero-tolerance approach to harassment, victimisation and bullying.

We have a number of other documents, which you may need to read. For copies or a list of those documents, or if you have questions or suggested amendments to this policy, please contact our Document Coordinator:

Rob Moss  
62 Stubbins Street,  
Ramsbottom,  
BLO ONL.  
[rob@rmdirect.org](mailto:rob@rmdirect.org)  
07944 038512

### Note:

In the following pages where it states 'contact RammyMen', please in the first instance get in touch with the named contact above.



## 2. Appropriate Language and Behavior

2.1 In today's climate, a person's language and behaviour are continually under scrutiny, and it's extremely important to consider use of language and behaviour very carefully.

2.2 If a person's language or behaviour is likely to cause harm to another then RammyMen considers that to be inappropriate and steps will be taken.

2.3 As 'causing offence' is such a subjective issue, we do not believe that a member inadvertently or unintentionally causing offence is an issue that necessarily needs formally dealing with - though this will be determined by a representative of RammyMen in line with the Volunteer Code of Conduct and Safeguarding policies.

2.4 If you consider the language of behaviour of someone to be excessive or intentionally offensive and/or aggressive then please inform a representative of RammyMen and appropriate action will be taken in line with the Volunteer Code of Conduct and Safeguarding policies.

2.5 Please always consider an individual's personal circumstances in determining appropriate language and behaviour. Don't make assumptions - for example, a person may suffer from a mental health condition which causes seemingly inappropriate behaviour, or may belong to a generation where 'acceptable' language was different.

## 3. Online Specific Language and Behaviour

3.1 The acceptable use of language and behaviour in online communities is different from face-to-face communications for a number of reasons, including:

- the relative anonymity, which appears to negate repercussions
- an individual's standard of written communication
- the tendency for online communications to explode and then diffuse very quickly
- the extreme public nature of the communications
- the tendency for the views of an individual member to misrepresented as the views of an organisation
- the enormous damage that a single post can have on a person and organisation's reputation
- the inability to 'hide' or delete something that you have said... forever



3.2 For the above reasons, we suggest exercising extreme caution when communicating online. Although emails, facebook posts and Whatsapp messages seem chatty, jokey and informal, they endure forever, and could come back to 'haunt you' many years into the future.

3.3 When communicating online, be extremely careful when making jokes. One person's sense of humour is another's offensive slur.

3.4 Avoid forwarding memes (joke videos/images etc) altogether.

3.5 Please do be aware that RammyMen will be judged on the content of our online communities, and that they should never be home to inappropriate language and abuse.

## 4. Reporting, Responsibility, Monitoring and Evaluation

4.1 If you suspect anyone of inappropriate behaviour of any kind then please contact RammyMen immediately, using the contact details at the start of this policy in the first instance to determine the appropriate contact person. Your report will be handled completely confidentially.

4.2 If someone should report inappropriate behavior to you then ask whether they would be willing to discuss the situation with someone from RammyMen. Then please contact RammyMen.

4.3 The RammyMen CIC committee will be accountable for ensuring the implementation of this policy and for the reporting of incidents as well as monitoring and evaluation.

## 5. Complaints and Compliance

5.1 Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy, or who witnesses behavior or language that they believe to be in breach of this policy should contact by email the named contact at the start of this document for the details of the organisation's Equality Office, before providing the latter with as much information as possible.

5.2 On receiving a complaint, RammyMen shall appoint a person to investigate that complaint in a sensitive and confidential manner.



5.3 Any person against whom a complaint has been made will be informed of what is alleged and will be given the opportunity to present their side of the matter.

5.4 The parties in question will be notified of the outcome of the investigation. If the investigation reveals unacceptable discriminatory behavior on the part of a person or organisation then RammyMen may impose sanctions on that person or organisation as appropriate. Sanctions may range from a written reminder concerning future conduct extending to temporary or permanent expulsion from RammyMen activities. In deciding what sanction is appropriate the investigation will consider the severity of the matter and any mitigating circumstances.

5.5 Where the violation of this policy amounts to a criminal offence, the appropriate authorities will be informed.

5.6 In the event that an individual or organisation associated with RammyMen is subject to allegations of unlawful discrimination in a court or tribunal, RammyMen will co-operate fully with any investigation carried out by the relevant authorities.

## 6. Legal Rights

6.1 Discrimination has been legally defined through the Equality Act 2010.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a law which harmonised where possible, and in some cases extended, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Forms of discrimination and discriminatory behaviour include the following:

### Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

### Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.



### **Discrimination arising from disability**

It is unlawful when a disabled person is treated unfavourably because of something connected with their disability and such unfavourable treatment cannot be justified. This type of discrimination only relates to disability.

### **Harassment**

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

### **Victimisation**

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

### **Bullying**

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.