

HHS Equality and Diversity policy

The Hornsey Historical Society is a membership organisation, run and managed exclusively by volunteers. Its entire control is vested in its trustees, advised and assisted by its officers, all of whom are elected by the members. It is committed to ensuring the fair treatment of all of its members, volunteers, visitors, potential members, enquirers, researchers and others with whom the society interacts..

We will not tolerate discrimination or harassment, bullying, abuse or victimisation of any individual on the grounds of sex, age, pregnancy or maternity leave, disability, colour, race, nationality, ethnic or national origins, sexual orientation, religion or belief or marital/partnership status. The Society will work to ensure that any such behaviour is met with appropriate action in whatever context it occurs.

The Society commits itself to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention. Where such a complaint is upheld, the trustees or their representatives will impose such sanction as they consider appropriate and proportionate to the discriminatory behaviour complained of.

The Society is committed to a policy of equal treatment of all members and volunteers and requires all to abide by and adhere to these policies and the requirements of the relevant equalities legislation.

This policy, together with our Code of Conduct, lays out our commitment to this and compliance with the policy should ensure that volunteers and members do not commit unlawful acts of discrimination.

This policy is fully supported by the Trustees and the General Committee of the Society which is responsible for the implementation and review of this policy.

Equal opportunities in volunteering

As an equal opportunities organisation, we recognise that diversity is a positive attribute and we understand and welcome the differences that a diverse culture brings. We are fully committed to treating people equally and value openness, accessibility, fairness and transparency in selecting volunteers to carry out particular roles.

Volunteers who become disabled will be given every reasonable and practical consideration and opportunity to help them remain in active service.

We expect every volunteer working for the Society to help us meet our commitment to creating a positive, diverse culture by upholding this policy.

Special responsibility for applying this policy falls on those with authority involved in the recruitment, selection, promotion and training of volunteers.

Any volunteer who believes they have been harassed or discriminated against has a duty to inform their manager – or if that is inappropriate, then the Society's Chair, who will then investigate the complaint and recommend appropriate action. Any volunteer who becomes aware of discrimination against another individual has a duty to advise one of the trustees. They have a responsibility to investigate the matter and recommend appropriate action.

The provision of services

We aim to meet the needs of the community we serve, within the framework of our defined role and purpose as a local historical society by:

- creating a work culture which values diversity, inclusiveness and respect and empowers those with responsibility to reflect those values in their dealings with society members and all other members of the community

- providing clear, meaningful information about what we offer to our members, potential members, enquirers, members of the public and other stakeholders, in ways that best suit their needs
- explaining clearly what we are able to do to meet individual needs and
- being responsive to changing needs and requirements.

In relation to physical disability, the Society acknowledges that its premises are not well designed for wheelchair access and there is no disabled toilet.