



Earth Moves Cooperative
20 Prescott Street
Wirral
CH45 9JW

Date: 12/10/2025
Review Date: 12/10/2026

Equality and diversity policy

Policy purpose

Earth Moves is committed to promoting equality, valuing diversity and fostering an inclusive culture where everyone is treated with dignity and respect. We will not tolerate unlawful discrimination, harassment or victimisation and will take reasonable steps to remove barriers that prevent full participation.

Scope

This policy applies to Directors, staff, volunteers, contractors, participants and visitors involved with Earth Moves activities, events and services.

Legal basis & principles

We follow the Equality Act 2010 and relevant government guidance. We will:

- (1) eliminate unlawful discrimination, harassment and victimisation;
- (2) advance equality of opportunity; and
- (3) foster good relations between people who share protected characteristics and those who do not.

Protected characteristics

Protected characteristics under the Equality Act include: age; disability; gender reassignment; marriage & civil partnership; pregnancy & maternity; race; religion or belief; sex; sexual orientation. Earth Moves will ensure these characteristics are protected in our programmes, recruitment and governance.

Reasonable adjustments & accessibility

We will make reasonable adjustments to support disabled staff, volunteers and participants and remove accessibility barriers wherever possible. Definitions and guidance on disability under the Act will inform our approach.

Implementation & responsibilities

- Directors: ensure the policy is embedded in governance and decision-making.
- Staff/Volunteers: promote an inclusive culture and follow the policy in daily practice.



- All: report concerns or incidents promptly using Earth Moves' complaints/reporting procedures.

We will provide regular training and guidance to staff and volunteers on equality, diversity and inclusion best practice.

Monitoring & review

We will monitor participation, recruitment and complaints to measure the policy's impact and publish summary findings internally. This policy will be reviewed at least annually or whenever legislation or official guidance changes.

Complaints & enforcement

Allegations of discrimination, harassment or victimisation will be investigated promptly and fairly. Appropriate action will be taken where policy breaches are found, up to and including dismissal or removal from volunteer duties.