



# Manchester Geological Association

## EQUALITY, DIVERSITY & INCLUSION POLICY

### 1) Policy statement

The Charity Commission in England and Wales enquires as to the existence of this policy within the annual return questionnaire. The Manchester Geological Association (MGA) recognise that some people are particularly likely to experience discrimination and harassment and are committed to making sure that our organisation is as inclusive and welcoming as possible.

### 2) Aims of this policy

This policy has been drawn up to comply with the Equality Act 2010. The Act stipulates that organisations cannot treat someone unfairly on the basis of what it calls protected characteristics, which are:

- a. ethnic origin, nationality (or statelessness) or race
- b. age
- c. disability
- d. religion or belief (including the absence of belief)
- e. marital or civil partnership status
- f. sexual orientation
- g. pregnancy
- h. gender reassignment
- i. sex

The MGA will strive to ensure that members do not experience discrimination on the basis of their protected characteristics or any other characteristics. The Equality Act highlights that organisations need to consider what **'reasonable adjustments'** can be made in order to accommodate those who may have particular needs.

The MGA will review the reasonable adjustments needed for all members and individual members with particular needs on an ongoing basis. Where necessary, the Committee will seek guidance and additional support from recognised professional bodies.

### 3) Practical approaches to inclusion

The MGA will make sure all new members are aware of our policies and procedures in relation to equality, diversity and inclusion and accessibility and will make reasonable adjustments and take practical steps to ensure a wide range of people can participate in our activities and meetings. This may include:

- a. Consideration given to the time of day of meetings and their location.
- b. Consideration of venues for meetings including accessible to wheelchair users
- c. Field based activities for different abilities.
- d. Make communications available to those who don't have access to the internet



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- e. Encouraging members who are representative of the groups who are underrepresented within the MGA to assist with the recruitment process
- f. The MGA will monitor member numbers i.e. the numbers of members who join, re-join and leave each year in order to identify any trends in membership. The MGA committee will review the diversity of the membership on an ongoing basis and will seek to ensure that the MGA remains attractive and accessible to all.

### 4) Code of Conduct

The MGA expects that members should abide by the organisation's policies and procedures as well as treating each other with dignity and respect. This would include not acting in a way that would be deemed discriminatory or offensive.

### 5) Dealing with discrimination and harassment

Where the Committee become aware of any discriminatory practice or harassment, the committee will seek to address this through consultation with all parties concerned and, where necessary, through invoking formal procedures.

If any member of the MGA feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Committee. Any matters of concern will be reviewed by the Committee and a decision will be made, in line with the MGA constitution and formal procedures, as to what steps will be taken to address the issue.

### 6) Definitions

**Equality** is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where, when or whom they were born, or because of other characteristics. Promoting equality is about behaving in a way that tackles inequalities, aiming to ensure that all members are treated fairly, and do not experience discrimination.

**Promoting diversity** is about recognising that everyone is different and creating an environment that values members and ensuring that the MGA is as accessible as possible to different groups within the community.

**Inclusion** is about positively striving to meet the needs of different people and taking practical steps to ensure members feel respected.

**Direct Discrimination** is when a person is treated less favourably because of their ethnic origin, nationality (or statelessness) or race, age, disability, religion or belief (including the absence of belief), marital or civil partnership status, sexual orientation, pregnancy, gender reassignment, political belief.

**Indirect Discrimination** occurs when a condition or requirement is applied equally to all groups of people but has a disproportionately adverse effect on one particular group.



## Manchester Geological Association EQUALITY, DIVERSITY & INCLUSION POLICY

**Harassment** is unwanted conduct related to 'protected characteristics' that has the purpose or effect of violating a member's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment is also unwanted conduct of a sexual nature which has that same purpose or effect.

**Victimisation** occurs when a member is treated less favourably than others in the same circumstances because he or she has made a complaint or an allegation of discrimination, harassment or bullying or given information regarding such a complaint or allegation.

The MGA EDI policy		
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