



Somerset Archaeological & Natural History Society

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Registered Charity No. 201929

SANHS Equality, Diversity and Inclusion Policy

Aims

SANHS is a local charity which aims to promote the study of archaeology, natural history and local history within our historic county. We are fully committed to providing an organisation that welcomes interest and input from all people irrespective of their age, sex, gender, race, disability, occupation, income, wealth, class, or marital status. We wish to encourage involvement in the charity from all sections of Society and for our members, volunteers, trustees, employees, and interested members of the public to feel respected and valued at all times.

Awareness: SANHS is open to all. However, neither our members or trustees are yet representative of Somerset's population. To make the Society as relevant as possible, we need to include people from diverse backgrounds and people with disabilities. This is a responsibility of the trustees.

Promoting equality, diversity, and inclusivity in SANHS

The Somerset population (2011 census) is 94.6% white British (national average 80.1%). 19% of Somerset's population consider themselves to have a disability and 48% of the population live in a rural area and public transport is deficient. There are challenges to reaching the full diversity of the population and SANHS needs to focus on awareness, diversity, networking, engagement, and access. To make the Society as relevant as possible, the trustees need to include people from diverse backgrounds and people with disabilities.

- The Society needs to fully utilise a range of types of communication and social media to reach a wide population base
- The Society needs to widen trustee recruitment to ensure they represent a full range of the population and to ensure it is inclusive and non-discriminatory
- Access to indoor events should not exclude anybody with accessibility issues. Only venues with level access and/or lifts should be considered.
- SANHS will endeavour to provide training in Equality, Diversity and Inclusivity policies for trustees and employees
- Advertising for events, volunteering, employment should be non-discriminatory and should encourage interest and involvement from a wide section of Society.
- SANHS will aim to be enterprising, innovative, and creative in its approach to public engagement. Outreach to members and participants will prioritise inclusivity, from all age groups, socio-economic backgrounds and cultural groups

Dealing with Discrimination and Harassment

Our Society is committed to opposing and avoiding all forms of discrimination, bullying, victimisation, and harassment. Any such incidents will be taken seriously and will be thoroughly investigated, providing opportunities for the person making the complaint to speak in a safe environment about their experience.

The SANHS Complaints Policy and Procedure sets out fully how this investigation will be carried out.

Adopted: 15/7/22

For review: July 2022

If the complaint is against the Society, the Board must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to achieve this.

The society will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

Particularly, serious complaints could amount to gross misconduct and lead to dismissal from employment without notice and/or termination of membership from the Society.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 is a criminal offence.

Named Person

The Society has a trustee who is responsible for ensuring equal opportunities within the organisation. This trustee is also the contact for reporting any issues or complaints relating to discrimination or harassment.

Reporting to the Charity Commission

The Charity Commission specifies that serious incidents such as the ones below should be reported to them as soon as possible

- Allegation that a trustee, staff member or volunteer has been sexually assaulted by another trustee, staff member or volunteer
- An internal investigation has established that there is a widespread culture of bullying within the charity.

When something serious happens, it is the Commission's role to ensure that trustees comply with their legal duties and that the charity manages the incident responsibly. This means the Commission will be looking for assurance that the charity has taken steps to limit the immediate impact of the incident and, where possible, prevent it from happening again.

The Society will monitor, assess, and review this policy annually.

This policy is supported by the Board of Trustees who will put in place a supporting action plan if any issues need to be addressed.

Details of the Society's complaints policy and procedure (part of the Society Welfare Policy) is available on the Society website and from the SANHS office.

The trustee responsible for this policy is Christine Webster.

Adopted: 15/7/22

For review: July 2022