



Diversity and Inclusion Policy

Date Adopted: 27th May 2026

Next Review Date: 27th May 2028

Policy Review: This policy will be reviewed by the trustees every 2 years or sooner if legal guidance changes.

Our Stance :

- ✿ We have zero tolerance towards discriminatory language, abuse, chanting and behaviour of any kind
- ✿ We expect our community to behave towards others in a manner consistent with principles of fairness, respect and tolerance.
- ✿ We find hateful behaviour based on any form of discrimination wholly unacceptable.

Policy :

1. The aim of this policy is to ensure that everyone engaged with West Kent Badger Group (WKBG) is treated fairly, in an environment free from discrimination and where their rights, dignity and individual worth are respected.
2. In all its activities, WKBG will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, civil partnership, pregnancy and maternity, race, religion or belief or disability. The group will ensure it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in and enjoy its activities.
3. WKBG will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The group will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
4. WKBG is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality.
5. WKBG is committed to a policy of equal treatment and requires all members to abide and adhere to these policies and the requirements of the Equality Act 2010.

6. WKBG commits itself to the immediate investigation of any claims of discrimination on the above grounds and, where such is found to have occurred, to stop the practice and impose sanctions as appropriate.
7. This policy is fully supported by WKBG trustees and volunteers, and it is the responsibility of everyone who works with and supports the group to implement this policy.
8. In the event that any member feels that they have suffered discrimination in any way, or that the group's Policies have been broken they should report the matter to the Trustees or another member of the Committee.

Appendix

Legal Rights

The Equality Act 2010 is a law which provides protection from discrimination.

Discrimination refers to less favourable treatment based on particular characteristics, known as 'protected characteristics'. The Equality Act 2010 defines these as age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Equality Act 2010, protects individuals from discrimination if they have a protected characteristic, are assumed to have it, associate with someone who has it, or with someone perceived to have it

Forms of discrimination and discriminatory behaviour include:

Direct discrimination – when someone is treated less favourably than another person, because of a protected characteristic they have, or are thought to have, or because they associate with someone who has a protected characteristic.

Indirect discrimination – when a condition, rule, policy or even a practice applies to everyone, but has a disproportionate impact on people with a protected characteristic.

Discrimination arising from disability – when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified.

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

Victimisation – occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so.

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.