**Aims**

* The Cambridgeshire Digital Partnership (CDP) recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
* CDP also recognises that where direct or indirect discrimination occurs within the partnership, it is both morally and legally unacceptable.
* The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action the CDP intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.
* In adopting this Equality and Diversity Policy, CDP is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

**Code of Practice**

* The CDP provides activities, guidance and assistance to organisations tackling digital exclusion in Cambridgeshire. The group will take action to ensure that partnerships activities and events are open and welcoming to everybody entitled to become a member.
* We aim to make our meetings and events accessible to people with disabilities – e.g. when events will be online subtitles will always be available.
* All members of CDP will have the Equality and Diversity Policy explained to them and will undertake to comply with and implement this policy.
* Members who have experienced discrimination can make complaints to the coordinator. If the coordinator is unable to resolve the complaint, it will be referred to the Steering Group.

**Code of Conduct**

* People will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, gender reassignment, disability and/or age.
* At all times people’s feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
* No one will be harassed, abused or intimidated on the ground of his or her race, nationality, sex, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

**Dealing with Complaints**

* The Steering Group will take complaints of discrimination and harassment very seriously.
* They will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
* If the complaint is against a particular individual, the Steering Group will hear their point of view.
* The Steering Group will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.
* Any decision to terminate someone’s membership will be made in line with the rules set out in the constitution.

**Review**

This policy will be reviewed in one year

**Date:** **15th October 2021**