Action on Climate in Teignbridge CIC

Equality, Diversity and Inclusion Policy

Version 1.2 29th June 2022

Action on Climate in Teignbridge CIC (ACT) believes equality of opportunity and freedom from discrimination are basic human rights. For this reason, it will do the following:

1. Recognise that

   a) climate change has different effects on different groups of people in the short and medium term

   b) in general, people suffering disadvantage may have less climate impact than those who are less disadvantaged. For example, people on lower incomes generally consume less, so generating lower emissions, than those on higher incomes.

   c) consequently, people suffering disadvantage may have less opportunity to reduce emissions, and doing so will have a lesser effect, than those who are less disadvantaged

   d) many people suffering disadvantage may need to focus on more immediate challenges than addressing climate change. For example, people on lower incomes, or in poor quality accommodation, may be living in fuel poverty. For them, keeping warm is more urgent than reducing emissions.

2. Help its directors and volunteers understand what equality, diversity and inclusion mean.

3. Where possible and appropriate, support activities which both reduce emissions and address other challenges faced by people suffering disadvantage.

4. Consider how to ensure its board and coordinating group has a balance of women and men, and is free from discrimination of any kind and as inclusive as possible.

5. Consider how to promote equality of opportunity, diversity and freedom from discrimination in everything it does, for example, by:

   a) ensuring its publications and internal documents, such as policies, are written in plain English;

   b) offering as wide a range of people as possible opportunities to participate in its activities and making it as easy as possible for them to do so.

6. Buy goods or services from organisations which themselves promote equality, diversity and inclusion.

7. Should it intend to employ people, revise this policy to promote equality, diversity and inclusion in its recruitment and employment practices.