

## Equality and Diversity Policy

Seadream Education CIC is open to all. We aim to help the area in which we live to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### Accessibility

All our events are held in venues that are accessible to wheelchair users. We are committed to ensuring people of all abilities and backgrounds are able to attend our activities.

### Diversity

We aim to organise a range of events and activities to suit the interests and meet the needs the participants. The Organisation is open to new ideas, and particularly prioritise opportunities for collaborating organisations with similar principles to inspire and engage in Science, Technology, Engineering and Maths (STEM).

### Inclusion and respect

Every participant is made to feel equally welcome and included at all Seadream Education CIC sessions and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the Organisation.

### Dealing with discrimination and harassment

If any participant feels they have been discriminated against by Seadream Education representatives or harassed at an event they should raise this with the directors.

The directors will investigate the complaint, listening to all representatives involved. (If the complaint is against a director, that member will not be part of conducting the investigation).

If the complaint is against an individual, this person will have the opportunity to express their point of view, accompanied by a colleague. The person making the complaint will also have this opportunity.

If the complaint is against the Organisation as a whole, the directors must work to ensure that such discrimination is not repeated in the future and must inform the representatives of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Seadream Education CIC constitution. The Organisation 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.

This policy was adopted at a meeting of Directors on 22/07/18 and is reviewed at least every 2 years.