

**SOUTH GLOUCESTERSHIRE MINES RESEARCH GROUP**  
**CODE OF GOOD PRACTICE 1 (CGP1)**  
**EQUALITIES POLICY**

This revised policy was reviewed and agreed at the SGMRG Committee on 20 August 2018. Latest review was on 9 May 2022.

Under the Constitution the SGMRG is able to adopt Codes of Good Practice' Members are specifically required to abide by these. This Equalities Code is adopted under that provision as CGP1.

The constitution of the SGMRG states that the Group shall operate on an equal opportunities basis. SGMRG is working towards equality of opportunity. It is aware of and complies with the Equalities Duty.

We are committed to:

- Valuing the differences between individuals and promoting equality and diversity
- Fairness, dignity and respect for members, visitors and others with whom we interact
- Elimination of unlawful discrimination in relation to members, visitors and others with whom we interact
- We recognise the diverse needs of individuals and groups within the community and are committed to ensuring equal access to facilities and to participation in the work of the SGMRG. We will use resources fairly on the basis of need within the terms of the SGMRG and make whatever reasonable adjustments we can to provide equal access and opportunity.

We recognise that diverse groups and individuals within the community have a right to have their specific needs recognised and addressed with the resources available.

We will not discriminate directly or indirectly against anyone, that is, to treat them less favourably than others or apply criteria provisions or practices which disadvantage particular individuals or groups (whether they be members, visitors or others) on the grounds of gender reassignment, race, nationality, religion, disability, age, sexual orientation, or for any other personal attribute. We oppose all forms of less favourable treatment: unlawful and unfair discrimination, victimisation or harassment on the grounds of any of these protected characteristics.

We will mainstream equality - to ensure that all opportunities are genuinely available and accessible to all potential participants and that our work does not have a negative impact on any disadvantaged groups.

We will not subject anyone to harassment. Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them having regard to all the circumstances including the perception of the victim.

Some of the work of the SGMRG involves physical exertion and for insurance reasons this will impose constraints on access to some of the work of the SGMRG. Risk assessments will be drawn up to meet the needs of particular volunteers and visitors, and where possible work adapted to maximise the ability to participate and minimise risk or discomfort. However much of the work of the SGMRG does not carry such constraints.

We do not control any sites, and whilst we will take steps to maximise accessibility, when dealing with former industrial sites in private ownership to which we are granted access by permission it will not always be possible to make facilities accessible.

A key feature of the work of the SGMRG is to promote awareness of and access to our Mines Heritage. In this promotional work we seek not to discriminate against any member of the community and to eliminate unconscious discrimination. In our documents, publications and web site we will seek to ensure they are accessible to all.

Information about our work will be available in a variety of ways. These will include the use of a clear typeface for all leaflets and exhibition labels, the provision of large print or audio copies as appropriate, and an increase of the amount of information available electronically and on the web-site.

Many come to our open days and other activities, but there are many more whose lives could be enriched by an awareness of our mines heritage and who either do not know of the SGMRG or think it irrelevant to their needs and interests. In particular, ethnic minorities are very poorly represented among users, largely because of the low ethnic mix in the local population, but also because Mines Heritage is perceived as relating primarily to traditional English groups. Where opportunities arise we will seek to redress this.

We will welcome suggestions from members, and visitors on ways in which services can be adapted to meet specific needs or adapted to appeal to a wider range of people.