



Rossendale Valley Energy (RVE) Equality, Diversity, and Inclusion Policy

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Equality, Diversity, and Inclusion (EDI) Policy

Vision

Rossendale Valley Energy (RVE) is committed to fostering an organisational culture where equality, diversity, and inclusion are actively promoted, and any form of discrimination is not tolerated. We acknowledge the significant benefits of a diverse workforce, contractors, and volunteers, and we strive to build an environment that values and respects all individuals.

Policy Statement

RVE believes in social justice and recognises the complex ways in which discrimination can affect individuals. We are committed to challenging all forms of inequality and ensuring that:

- All individuals are treated fairly, with dignity and respect, regardless of age, marital status, disability, race, faith, gender, language, socioeconomic background, or sexual orientation.
- Volunteers, contractors, and employees have equal opportunities to reach their full potential.
- An inclusive and supportive environment is fostered for all individuals associated with RVE.
- Contributions from individuals of diverse backgrounds and experiences are valued in achieving the organisation's mission.

Scope of the Policy

This policy applies to all volunteers, contractors, employees, and members of RVE, as well as any suppliers engaged by the organisation.

Aims of the Policy and Underpinning Principles

RVE ensures that all activities align with the following aims:

- Promoting equality of opportunity across all operations.
- Encouraging good relations between individuals from diverse backgrounds.
- Eliminating unlawful discrimination.

This policy is guided by the following principles:

- A safe working environment free from discrimination, harassment, bullying, or victimisation.
- Equal access to personal and professional development, career progression, and promotion opportunities.



- Engagement of all stakeholders in consultation regarding policies, procedures, and organisational decisions where applicable.

Responsibilities

Directors are responsible for:

- Effective implementation and oversight of the EDI policy.
- Ensuring compliance with legal obligations related to equality and diversity.
- Strategically developing, implementing, and reviewing the policy.
- Taking appropriate action against any breaches of this policy.

Managers are responsible for:

- Embedding compliance with this policy into daily operations.
- Encouraging and supporting volunteers, contractors, and employees to reach their full potential.
- Identifying and facilitating appropriate development opportunities.

Volunteers, Contractors, and Employees are responsible for:

- Supporting and upholding the principles of this policy.
- Promoting equality and inclusion in all aspects of work.
- Contributing to an inclusive, respectful, and intimidation-free environment.
- Ensuring their behaviour does not constitute discrimination, harassment, bullying, or victimisation.

Breach of the Policy

RVE will take any non-adherence to this policy seriously. Any breaches will be investigated, and appropriate actions will be taken under the relevant disciplinary procedures. In cases involving members, the Directors will determine appropriate actions in response to any incidents.

Review

This policy will be reviewed every two years to ensure compliance with current legislation and best practices.

Relevant Legislation

This policy is implemented in accordance with relevant legislation and codes of practice, including:

Race Relations Act 1976 (Amendment) Regulations 2003.

Religion and Belief Regulation 2003.

Sexual Orientation Regulation 2003.

Race Relations Amendment Act 2000.

Human Rights Act 1998.

Disability Discrimination Act 1995.

Sex Discrimination Act 1975.

Equal Pay Act 1970 and Amendment 1983.

EU Anti-Discrimination Directives, as defined and retained under the Retained EU Law (Revocation and Reform) Act 2023.

Rossendale Valley Energy remains committed to creating an equitable and inclusive environment for all stakeholders and will continuously work towards ensuring that diversity is embraced and valued across the organisation.