



MOURNE MAMAS Equality and Diversity Policy

1. Policy Statement

Mourne Mamas is committed to promoting equality, diversity, and inclusion in all aspects of its work and community engagement. We believe that everyone has the right to be treated with dignity and respect, regardless of their background, identity, or circumstances.

We value the diversity of our community and aim to create an inclusive environment where all members, volunteers, and participants feel welcome, supported, and empowered.

2. Purpose of this Policy

This policy outlines our commitment to:

Promoting equality of opportunity for all.

Preventing and challenging discrimination, harassment, and victimisation.

Celebrating the diverse backgrounds and experiences within our community.

3. Scope

This policy applies to all Mourne Mamas activities, members, volunteers, committee members, and anyone engaging with the group.

4. Our Commitments

Mourne Mamas will:

Provide equal access to our services, activities, and opportunities.

Treat all individuals fairly and respectfully, without prejudice or bias.

Foster an inclusive culture where differences are acknowledged and valued.

Ensure that our communications and practices reflect our commitment to diversity and inclusion.

Actively challenge and report discriminatory behaviour or language.

Provide support and training to members and volunteers to uphold these values.

5. Protected Characteristics

We are committed to upholding the principles of equality as outlined in the Equality Act 2010. We will not discriminate on the grounds of:

Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual orientation

6. Responsibilities

All members and volunteers are responsible for promoting this policy and ensuring it is followed in all Mourne Mamas activities. The management committee will lead by example and take necessary action where the policy is breached.

7. Complaints and Concerns

Any concerns about discrimination or unfair treatment should be reported to a committee member. All complaints will be treated seriously and dealt with promptly and confidentially.

8. Review

This policy will be reviewed annually by the committee to ensure it remains relevant and effective.

Signed: Claudia Newell

A handwritten signature in black ink, appearing to read "C. Newell". The signature is written in a cursive, flowing style with a large initial "C" and a distinct "Newell" following.

Chairperson – Mourne Mamas

Date: 15.04.2025