



## Equality and Diversity Policy

### 1. Introduction

This Policy provides a framework by which the Old Carey Grammarians Association actively manages and encourages diversity and inclusion.

This Policy places an obligation on all OCGA Council Members to be responsible for ensuring that OCGA activities, events and initiatives are welcoming, inclusive and accessible to all of our Members. The OCGA's ongoing commitment to equality and diversity will assist the council in upholding the Mission of the OCGA to foster the continuing friendship and involvement of all Members within the wider School community and to promote the wellbeing of Members, Affiliated Groups, and the School.

The OCGA considers equality a positive approach to improving OCGA outcomes and diversity when undertaking our roles as volunteers and representatives of the OCGA.

### 2. Purpose

This Policy provides guidelines to:

- set a standard of behaviour expected by all OCGA Council and Committee Members that reflects the equitable philosophy, objectives and values of the OCGA;
- ensure that interactions with anyone involved in the OCGA are based on equality and respect for all; and
- seek to prevent issues related to inequalities from arising or worsening within the OCGA.

This Policy does not attempt to provide a detailed and exhaustive list of instructions regarding all possible issues pertaining to equality and diversity. Rather, it is a guideline of expected behaviour.

### 3. Scope

This Policy applies to all members in their duties as Council Members or Committee Members representing the OCGA.

### 4. Definitions

- (a) Diversity refers to the visible and invisible differences that exist between people including (but not limited to) disability, sex, sexual orientation, gender identity and intersex status, age, race, ethnicity, religion, culture, physical impairment, relationship status and parental status. Diversity also encompasses the ways people differ in terms of working experiences, carer responsibilities, socio-economic background and geographical location.
- (b) Equity refers to ensuring that everyone within the OCGA is treated fairly according to their individual needs and circumstances.
- (c) Respect refers to treating individuals fairly, respectfully, and courteously and ensuring their freedom from harassment and bullying.
- (d) Inclusion refers to ensuring that all members enjoy equal opportunity without any barriers due to their differences.
- (e) Formal equality assumes that equality is achieved if everyone is treated identically. However, when individuals or groups are not identically situated, an equity model may be more effective to achieve substantive equality, which allows different groups to be treated differently so that they can enjoy their human rights equally.
- (f) Gender refers to the social, behavioural, and cultural attributes, expectations, and norms associated with being female, male, intersex, transgender, non-binary or gender diverse.

## **5. Diversity Policy Mission and Values**

- (a) The OCGA is committed to promoting diversity, equality, respect and inclusion and firmly believes in treating all people with dignity.
- (b) The OCGA is committed to creating and fostering a supportive environment in which all people involved with the OCGA are able to realise their maximum potential within the organisation regardless of differences.
- (c) The OCGA recognises and validates all individuals and identities.
- (d) Diversity and equality benefit the OCGA and the broader Carey Community, recognising that each person brings their own abilities and experiences to the organisation.
- (e) The OCGA recognises the potential impact of unconscious bias on members of diverse communities and on the OCGA itself.
- (f) The OCGA aims to overcome barriers to diversity and equality within the organisation, including bigotry and stereotyping.

## **6. Practises**

- (a) The OCGA will:
  - (i) foster an environment of mutual learning, respect, and appreciation of differences;
  - (ii) seek to ensure that OCGA practises encourage equal opportunity within the organisation;
  - (iii) provide an opportunity for comment from members who wish to provide feedback regarding the OCGA's efforts to support and enhance diversity and equality; and
  - (iv) provide an anonymous platform for raising concerns regarding diversity and equality.
- (b) Recruitment and Development
  - (i) The OCGA is committed to seeking the best people to be involved in the organisation regardless of (but not limited to) age, race, ethnicity, religion, culture, sex, sexual orientation, gender identity, physical impairment, relationship, and parental status.
  - (ii) The OCGA will ensure that members are recognised based on their performance and merit, regardless of any potential areas of difference.
  - (iii) The OCGA will consider how it may best reach a diverse audience, including through the internet and social media.
  - (iv) The OCGA will endeavour to host events that are physically accessible and timed in a way that accommodates the needs of a diverse range of individuals.

## **7. Breaches of this Policy**

Any breach of this Code may result in disciplinary action, including reprimand, suspension or up to the expulsion of membership to the OCGA as referenced in the OCGA Rules (2023).

## **8. Monitoring and Review**

A review of this Code shall be conducted every two years. The OCGA Council will be responsible for ensuring that this Code is reviewed and updated.

**Approved by OCGA Council:** 7 June 2023

**Next Review:** 2025