



13 February 2024

## **Diversity and Inclusion Policy Statement**

### **Our duties under the Equality Act 2010**

When making decisions whether in our individual Branches, in committee or at Conference, the [Equality Act 2010](#) gives us a duty to consider the need to:

- eliminate discrimination, harassment and victimisation.
- advance equality of opportunity.
- foster good relations between different parts of the community.

This covers, age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy and motherhood, race (including ethnic or national origin, colour and nationality), religion or belief (including lack of belief), sex and sexual orientation.

### **Introduction**

The Royal Naval Association is a diverse, multicultural and international community. As a member of that community all employees and shipmates (members) or visitors can expect to be treated with dignity and respect. As an organisation we are committed to working in an inclusive way with all the communities in which we are geographically located as well as being a beacon of good practice within the Veteran Community.

Equality, diversity and inclusion underpins all our work and is at the heart of what we are and what we do.

“We respect and celebrate diversity and equal opportunity through an inclusive culture and support our shipmates to meet the challenges of society”. And, “We listen and respond to the needs of our shipmates and staff”.

### **Commitment**

The RNA is committed to creating a working, and social environment that is based on dignity and respect, where difference is valued and celebrated, enriching our community. We aim to ensure all members are supported in being able to contribute fully and derive maximum benefit and enjoyment from their involvement in the life of the Association. To achieve this the Association makes the following basic commitments:

Shipmates and employees can expect:

- To be treated with dignity and respect;
- Not to be bullied, harassed, abused, intimidated or victimised;

- To be provided with relevant support, guidance and training.

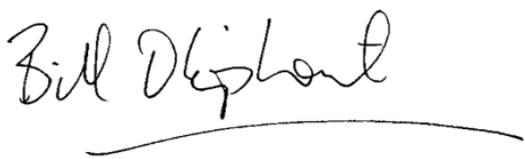
Shipmates' responsibilities are:

- To treat all members of the Association with dignity and respect at all times.
- Not to bully, harass, abuse or intimidate or victimise others;
- To positively support measures introduced to advance equality, diversity, inclusion and eliminate discrimination. The Association requires all members of our community to commit to these responsibilities, proactively supporting and upholding them at all times. In addition the Association will comply with all relevant legislation and strive to go beyond the legal requirement through supporting, whenever possible, best practice in areas of equality, diversity and inclusion. We will also provide support, guidance and training to the veteran community to facilitate the delivery of these commitments.

## Responsibility

The General Secretary, supported by National Chairman and National Council, is responsible for ensuring this policy is implemented and monitored. Ultimately, the National Council is accountable for ensuring the Association complies with its legal obligations under the Equality Act, including the general duty to have due regard to the general principles of:

- Eliminating discrimination, harassment and victimisation and,
- Advancing equality of opportunity.



## General Secretary

Policy Title	Diversity and Inclusion Policy Statement
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Lead Contact	Kate Aldous