



Equality, Diversity, and Inclusion (EDI) Policy

Focus-Ryde Imaging Group (“the club”) is a photography club that welcomes people of all backgrounds, identities, abilities, and perspectives. We believe that respecting the views of others, as per the “Code of Conduct” in our club Constitution, helps to give different perspectives on creativity, learning and enjoyment of photography for all, regardless of their circumstances.

Our policy aims to:

- Respect the values of equality, diversity, and inclusion in all our activities, events, communications, and governance.
- Provide a safe, respectful, and supportive environment for all our members and visitors.
- Support the participation of people from diverse backgrounds in our club.
- Challenge any form of discrimination, harassment, bullying, or victimisation based on the protected characteristics of the [Equality Act 2010](#): age, disability, gender identity, marriage and civil partnership, pregnancy, race, religion or belief, sex, and sexual orientation.

Our policy applies to:

- All our members and visitors, regardless of their role or relationship with the club.
- All our activities, events, communications, and governance, both online and offline.

Our responsibilities are:

- The club committee is responsible for developing, implementing, and reviewing this policy and ensuring that it is communicated to everyone in the club.
- All our members and visitors are responsible for respecting this policy and treating others with dignity and respect, at all times.
- All our members and visitors are also responsible for reporting any incidents or concerns of discrimination, harassment, bullying or victimisation to the club committee as soon as possible.

We are committed to:

- Listening to and learning from the feedback and experiences of our members and visitors.
- Reviewing and, if necessary, updating this policy at least once a year or whenever there are relevant changes in legislation or best practice.
- Taking appropriate action to address any breaches of this policy or complaints received in a fair, timely and confidential manner (see procedures section below).

We welcome your suggestions and comments on how we can improve our equality, diversity, and inclusion (EDI) policy and practice. Please contact us if you have any questions or concerns.

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