

West Dorset Western Area Transport Action Group (WATAG) - Equality, Diversity, and Inclusion Policy

WATAG is committed to encouraging equality, diversity and inclusion among all, and eliminating unlawful discrimination.

The aim is for WATAG to be truly representative of all sections of society and for everyone to feel respected and able to give their best.

The organisation is against unlawful discrimination of members of the committee and of the public.

WATAG is a volunteer group working to maintain and enhance local transport of all types.

The group has a constitution governing its activities.

There is a Committee consisting of between 3 and 15 volunteers. This committee organises public meetings, and fund raising and communicates / liaises with local transport operators and with Dorset Council.

There is no formal membership of WATAG. Public meetings are held 4 times a year and are open to anyone who wishes to attend. Meetings of the committee are held monthly.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in WATAG, both committee members and those of the public who interact with WATAG.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation

3. Oppose and avoid all forms of unlawful discrimination.

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion as they are good practice and make social sense.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

This commitment includes training committee members about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include members conducting themselves so as to help the group provide equal opportunities in volunteering, and prevent bullying, harassment, victimisation and unlawful discrimination.

All committee members should understand they, as well as WATAG, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their volunteering, against fellow volunteers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, the public and any others in the course of the organisation's activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to removal from WATAG without notice.

Further, sexual harassment may amount to both a personal rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Update this policy to take account of changes in the law.
5. Monitoring will include assessing how the equality, diversity and inclusion policy is working in practice, reviewing it every two years or when legislative changes require, and considering and taking action to address any issues.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by WATAG's committee.

Version 1.0 – February 2026

Next review date: February 2027

Signed: