



Charity number: 1170487

Penrith and District Beekeepers Association

Equal Opportunities and Diversity Policy

1. Penrith & District Beekeepers Association (PDBKA) recognises that discrimination is unacceptable
2. Membership of the PDBKA is open to anyone paying the prescribed Branch membership fees and subscribing to the objects and constitution of the Association irrespective of race, colour, ethnic or national origin, religious belief, sex, political opinion or affiliation, sex, marital status, sexual orientation, gender reassignment, age or disability.
 - 2.2. *Full Association Members* are those members who have paid the prescribed Full Association Membership Fee.
 - 2.3 Full Association Members are entitled to all the benefits and privileges of membership of the Association and to all the services provided through its membership or affiliation to other organisations.
3. PDBKA Officers are elected by the members from the membership at a General Meeting.
4. PDBKA will adopt a non-discriminatory approach to the advertising and inclusion of participants in training courses, seminars and special events which are designed to:
 - a) Promote the improvement of beekeeping in Penrith and the surrounding area.
 - b) Control and, where possible, eradicate the diseases and disorders of honeybees .
 - c) Raise public awareness of the importance of bees and beekeeping to the environment.
5. To safeguard children and vulnerable adults, PDBKA will provide opportunities for them to participate in training and other events in the company of a responsible adult.
6. PDBKA will hold general meetings, training courses and other public events at venues which are DDA Compliant (Disability Discrimination Act 1995).
7. Anyone entering a supply arrangement with PDBKA will be engaged on the basis of suitability for the job and the affordability with the Association's budget.
8. This policy shall be reviewed by the PDBKA Trustees every three years and if any amendments are required they will be approved at a General Meeting of the Association.

Reviewed July 2016 (status unchanged)

Next review: July 2019