**SPIN** will not unlawfully or unjustifiably discriminate against anyone, will welcome and encourage views of our members, encourage mutual respect and integrity and provide appropriate, accessible and effective services and facilities.

SPIN proactively cascades information to single parent families via regular postings on our closed Facebook Group and this includes a diverse and inclusive range of notifications with an emphasis on free and low-cost options of local and national events, opportunities, training, items for sale and news from the national Single Parent Organisation Gingerbread.

Members are freely able to post too and are not subject to prior approval. We value the differences of our membership, and we promote an atmosphere of trust, openness and mutual respect to create a safe and supportive environment. SPIN has always been largely promoted by word of mouth which demonstrates the value of our network.

We consider: -

**DIVERSITY** Everyone has the same rights opportunities and access regardless of individual characteristics and circumstances

**EQUALITY** Representing from a range of different backgrounds, identities, experiences and perspectives

**INCLUSION** Everyone is welcome, respected, supported and can participate utilising an intersectional approach considering how different identities can create **unique forms of privilege or disadvantage**.

We strive to provide better and fairer services and provide a positive contribution to equality and good relations, supporting community cohesion, wherever possible remove barriers, creating systemic change, and addressing inequity through policy, practice, and improved individual and collective awareness and action. This policy will be reviewed in 2027.

**COMPLAINTS**

* SPIN will take complaints of discrimination and harassment seriously, investigate thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
* If the complaint is against a particular individual, the SPIN committee will hear their point of view. The Committee will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.
* Any decision to terminate someone’s membership or role as a volunteer will be made in line with the rules set out in the constitution.

**Everyone in Britain is protected by the Equality Act 2010 (https://www.equalityhumanrights.com/equality/equality-act-2010)**

**The**[**protected characteristics**](https://www.equalityhumanrights.com/node/14500)**under the Act are:**

* [age](https://www.equalityhumanrights.com/node/14500#age)
* [disability](https://www.equalityhumanrights.com/node/14500#disability)
* [gender reassignment](https://www.equalityhumanrights.com/node/14500#gender-reassignment)
* [marriage and civil partnership](https://www.equalityhumanrights.com/node/14500#marriage-and-civil-partnership)
* [pregnancy and maternity](https://www.equalityhumanrights.com/node/14500#pregnancy-and-maternity)
* [race](https://www.equalityhumanrights.com/node/14500#race)
* [religion or belief](https://www.equalityhumanrights.com/node/14500#religion-or-belief)
* [sex](https://www.equalityhumanrights.com/node/14500#sex)
* [sexual orientation](https://www.equalityhumanrights.com/node/14500#sexual-orientation)

 [**Prohibited conduct**](https://www.legislation.gov.uk/ukpga/2010/15/part/2/chapter/2) **(https://www.legislation.gov.uk/ukpga/2010/15/contents)**

[*Discrimination*](https://www.legislation.gov.uk/ukpga/2010/15/part/2/chapter/2/crossheading/discrimination)

* [Direct discrimination](https://www.legislation.gov.uk/ukpga/2010/15/section/13)
* [Combined discrimination: dual characteristics](https://www.legislation.gov.uk/ukpga/2010/15/section/14)
* [Discrimination arising from disability](https://www.legislation.gov.uk/ukpga/2010/15/section/15)
* [Gender reassignment discrimination: cases of absence from work](https://www.legislation.gov.uk/ukpga/2010/15/section/16)
* [Pregnancy and maternity discrimination: non-work cases](https://www.legislation.gov.uk/ukpga/2010/15/section/17)
* [Pregnancy and maternity discrimination: work cases](https://www.legislation.gov.uk/ukpga/2010/15/section/18)
* [Indirect discrimination](https://www.legislation.gov.uk/ukpga/2010/15/section/19)
* [Indirect discrimination: same disadvantage](https://www.legislation.gov.uk/ukpga/2010/15/section/19A)

[Adjustments for disabled persons](https://www.legislation.gov.uk/ukpga/2010/15/part/2/chapter/2/crossheading/adjustments-for-disabled-persons)

* [Duty to make adjustments](https://www.legislation.gov.uk/ukpga/2010/15/section/20)
* [Failure to comply with duty](https://www.legislation.gov.uk/ukpga/2010/15/section/21)
* [Regulations](https://www.legislation.gov.uk/ukpga/2010/15/section/22)

[Discrimination: supplementary](https://www.legislation.gov.uk/ukpga/2010/15/part/2/chapter/2/crossheading/discrimination-supplementary)

* [Comparison by reference to circumstances](https://www.legislation.gov.uk/ukpga/2010/15/section/23)
* [Irrelevance of alleged discriminator's characteristics](https://www.legislation.gov.uk/ukpga/2010/15/section/24)
* [References to particular strands of discrimination](https://www.legislation.gov.uk/ukpga/2010/15/section/25)

[Other prohibited conduct](https://www.legislation.gov.uk/ukpga/2010/15/part/2/chapter/2/crossheading/other-prohibited-conduct)

* [Harassment](https://www.legislation.gov.uk/ukpga/2010/15/section/26)
* [Victimisation](https://www.legislation.gov.uk/ukpga/2010/15/section/27)