



Swaledale and Arkengarthdale Archaeology Group (SWAAG) Diversity, Equality and Inclusion Policy

1. Policy Statement

Swaledale and Arkengarthdale Archaeology Group (SWAAG) is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

2. Our Objectives

SWAAG is an organisation of enthusiasts who contribute to the knowledge-base of the history of the northernmost Yorkshire dales through a broad range of disciplines including the study of archaeology, geology, botany, and recorded history. Our Objects are: For the public benefit to advance the education of the public in general and more specifically the residents of, and visitors to, the county of North Yorkshire, particularly the area known as the Yorkshire Dales, in the subjects of archaeology, history, heritage, geology and the natural environment in order to promote a better understanding and management of that local heritage.

3. Membership

SWAAG is a relatively small charity comprising subscription-paying and student members, and volunteer associate trustees involved in its management.

4. Activities

SWAAG's activities are to:

- Provide training and experience of a broad range of archaeological investigative techniques which will then be applied to the study of the local heritage;
- Undertake research including field work and excavations into all aspects of the local heritage and publishing and making otherwise available the results of that research;
- Provide lectures, guided walks, community projects, activities with local schools and organisations, and exhibitions.

5. Accessibility

SWAAG's outdoor and archaeology focus means that some activities may not be accessible to all members. Whenever possible venues for meetings and visits will be chosen to meet the members' accessibility needs. Monthly meetings will, if at all possible, include attendance by zoom for the benefit of those members who cannot attend the venue.

6. Diversity

Membership of SWAAG is open to all.

7. Equality, Inclusion and Respect

SWAAG is a community group. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Group. Every member should be made to feel equally welcome and included.

8. Dealing with Discrimination and Harassment

If any member feels they have been discriminated against by the Group or harassed at a Group event they should raise this with the trustees.

The trustees will investigate the complaint, listening to all members involved.

If the complaint is against a trustee, the trustee will have the opportunity to express their point of view, but that trustee will not be involved in the investigation

If the complaint is against a particular individual, this person will have the opportunity to express their point of view. The person making the complaint will also have this opportunity.

If the complaint is against the Group as a whole, the trustees must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the group due to discriminatory or harassing behaviour will be made with reference to the Group's policy. The Group will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

SWAAG Board of Trustees
16 April 2024