Equity, Diversity and Inclusion

Policy Owner (recruitment)	Liz Phelps	
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Relevant to	Trustees, Public and Volunteers	
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Version	**Date Approved**	**Summary of changes**
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1. Policy Overview

This policy sets out the commitment of North Meols Library Association to promoting equity, diversity and inclusion (EDI) in all aspects of its work. As a small charity-based library and community hub, we aim to create a welcoming, respectful and inclusive environment for all readers, volunteers, visitors, trustees and members of our community.

This policy applies to anyone engaging with the library's services, events, or activities whether they are readers, volunteers, visitors, trustees or members of our community.

2. Statement of Commitment

We are committed to treating all individuals with dignity and respect and providing equitable access to services and opportunities.

3. Equity and Access

We will strive to remove barriers to participation for readers and volunteers, making our space as physically and socially accessible as possible. We will seek to offer a range of materials, resources and services reflecting diverse communities and perspectives.

4. Volunteers and Trustees

We are committed to fair and inclusive volunteer practices:

- Advertising opportunities as widely as possible and operating an open and fair recruitment and selection process
- Treating Volunteers and trustees with respect

- Providing an environment where volunteers and trustees feel valued and safe
- Taking concerns about discrimination or unfairness seriously and acting promptly

5. Readers, Visitors and Members of our Community

We aim to provide an inclusive service for all readers visitors and members of our community:

- All readers, visitors and members of our community will be treated with courtesy and respect
- Our services will be accessible to the widest possible audience
- Our library collection will represent diverse voices and experiences
- Behaviour that excludes or intimidates others will not be tolerated

6. Monitoring and Data Collection

To understand how well we are meeting our EDI commitments, we may collect and review limited information, such as volunteer demographics (where voluntarily provided), library usage patterns and feedback from volunteers, trustees, readers, visitors and members of our community

Participation in monitoring will be voluntary and data will be anonymised as much as possible. Information will be stored securely and handled in line with data protection requirements. Data collected for this purpose will only be used to improve equity, diversity, and inclusion.

7. Training and Awareness

We will encourage awareness of equity diversity and inclusion amongst trustees and volunteers, providing guidance or informal training where appropriate. We will promote inclusive behaviour in all library and community activities.

8. Complaints and Concerns

Any concerns about exclusion, discrimination or harassment should be raised in line with our complaints policy. We will take any concerns seriously, handle them sensitively, taking appropriate action in response.