



Cardiff Astronomical Society

Equal Opportunities Policy

Version 1.0

18 December 2025

Document History

Date	Author(s)	Version	Comments
30 th July 2024	M Bradley	1.0	Document completely rewritten for clarity
26th Oct 2025	T Kew	1.0	Annual Review

Introduction

1. Cardiff Astronomical Society (CAS) is committed to taking positive steps to promote and sustain equal opportunities in all areas of its work. Clause 9 of the Constitution declares *“Membership of the CIO is open to anyone who is interested in furthering its purposes.”* CAS complies with the Equality Act 2010. The Charitable Incorporated Organisation (CIO) referred to is CAS. The Trustees and Committee believe in fair treatment of all our members and commit to promoting equality and diversity in our activities.

2. Equal opportunities will underpin every aspect of all CAS activities, and no one will be treated less favourably on the grounds of race, colour, nationality, ethnic origin, impairment, political or religious beliefs, gender, marital status, sexual orientation, language, HIV status, age or any other conditions or requirements which cannot be shown to be justified.

Responsibilities of Individual Members

3. Cardiff Astronomical Society expects that all members should be aware of his or her behaviour towards others. Everyone is entitled to be treated equally, appropriately, with dignity and respect. At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used e.g. sexist, racist, or homophobic jokes or

terminology that is derogatory to someone with an impairment. Everyone should ensure that they do not behave in a way that could be regarded as harassment, discriminatory or offensive.

Trustees and CAS Committee Responsibility

4. The Trustees and the Committee have a duty to promote and sustain equality of opportunity by:

- a. Monitoring incidents of discrimination through reports made to members, the Trustees, and the Committee.
- b. Taking prompt action to stop harassment or discrimination as it is identified.
- c. To challenge discrimination when appropriate.
- d. Establishing and maintaining an environment free from harassment.
- e. Clause 9(4) of the Constitution details the mechanism whereby the Trustees may “decide that it is in the best interests of the CIO that the member in question should be removed from membership”.
- f. Keeping up to date with changes in Legislation

Implementation

5. This policy will be implemented and monitored accordingly. All members of the Society will receive a copy of this policy via the Handbook, Newsletter and/or Website and thereby be aware of its contents and requirements. The Trustees will review this policy annually. Where it is apparent that anyone is not being offered equality of opportunity, the Trustees will take immediate steps to address the matter and amend the policy as appropriate.

Definitions

6. Direct discrimination is generally an obvious and easily identifiable form of discrimination. It occurs when an individual is treated differently because of their race, colour, impairment, or sexuality and where such treatment is less favourable than they would otherwise have received.

7. Indirect discrimination is not so obvious. An unnecessary condition or requirement may be imposed, which although applied to everybody, is more difficult for people from some groups in society to meet than others. This is indirect discrimination.

8. Harassment is defined as unwanted or abusive or insulting behaviour towards another individual. It causes that person to feel threatened, humiliated or harassed. Harassment may occur on several grounds including race, colour, impairment or sexuality.

9. This policy document will be reviewed annually by the Trustees.

M Bradley
Treasurer and Trustee
30th July 2024

