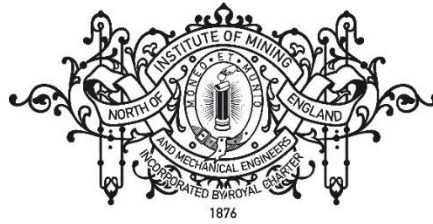


North of England Institute of  
Mining and Mechanical Engineers

Founded 1852  
Royal Charter 1876



## **NEIMME Equality, Diversity and Inclusion Policy Statement**

**Approved by: NEIMME Council**

**Date: July 2020**

### **1. Objective and Scope**

To confirm the commitment of NEIMME in relation to their Equality, Diversity and Inclusion responsibilities and duties to all who may be effected by NEIMME activities.

The NEIMME is a professional Institute and charity who operate solely through volunteer members.

The Trustees being Council members of the Charity and Institute are committed to ensuring that there are no boundaries or discrimination and welcome all persons to become members of the Royal Chartered Institute and to join our events and activities in a safe and welcoming environment. This Policy statement therefore is applicable to existing members, future members as well as non-member, visitors and guests who are welcome and encouraged to participate in or enjoy our regular events.

### **2. Equality, Inclusion and Diversity Policy Statement**

NEIMME is committed to promoting equality, inclusion and diversity in all its activities to promote a safe and welcoming environment and culture.

The promoting of equality and diversity for those existing and future members along with an open invite for all persons to become members and or join in our activities and events.

NEIMME is a welcoming company and recognises and fully implements the legal requirements not to discriminate against anyone because of age; gender reassignment; being married or in a civil partnership; being pregnant or on maternity leave; disability; race including colour, nationality, ethnic or national origin; religion or belief; sex or sexual orientation.

NEIMME will strive to eliminate any unlawful or unfair direct or indirect discrimination or victimisation.

NEIMME will continuously strive towards a culture that is diverse and inclusive.

NEIMME will ensure full compliance with the Equality Act.

NEIMME recognises that encouraging inclusion and a diverse community serves to benefit all others who may learn from different cultures and experiences and can make a significant contribution to the Institutes operations and activities.

We continue to operate with fairness, respect and honesty and strive to provide opportunity and expertise where needed.

The Institute encourages future science, geology and engineering discipline students or potential students to learn from other people's experiences and expertise and offers opportunities for non-member and new members to design, produce and deliver events for the benefit of themselves and all others.