



Equality, Diversity & Inclusion Policy

Historical re-enactment and The Sealed Knot should be enjoyed by anyone who wants to take part in it, watch us or otherwise engage with us. Any actions or behaviours to the contrary go against the spirit of The Sealed Knot.

The Sealed Knot adheres to the Equality Act 2010 and to any other applicable laws.

This policy applies to all members of The Sealed Knot, and at all times when they are participating in Sealed Knot events and/or are representing The Sealed Knot, whether this is to members of the public, sponsors, media or others.

This policy applies to all aspects of our activities, including but not limited to, reenactment, camping, recruitment and training.

The Sealed Knot will do its best to ensure it treats each individual fairly and with respect and provide access and opportunities for anyone to take part in and enjoy our activities. We will look to make any reasonable adjustments to overcome any barriers caused by disability or them taking part, within the bounds of portraying a period in history accurately.

In all its activities The Sealed Knot will not discriminate or in any way, treat anyone less favourably on the grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

The Sealed Knot will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, direct or indirect.

We are committed to confront and eliminate any form of discrimination. We require all members, without exception, to abide and adhere to these policies and the requirements of the Equality Act 2010.

It is the responsibility of every member of The Sealed Knot to uphold this and to speak up if, and when they see actions and behaviours that fall below the high standards that we should set ourselves. We expect Commanding Officers and all holders of position within The Sealed Knot to be vigilant in monitoring this.

The Sealed Knot will always work to ensure that such behaviour is met with appropriate action in whatever context it occurs. We will immediately investigate any such instances in order that we can take the necessary actions to stop the practice and if deemed necessary use the sanctions available to us under our Articles and through The Sealed Knot's Disciplinary Policy. We will treat any complaints fairly, quickly and confidentially. No one will be treated differently because they have sought to promote equality or challenge



discrimination.

Any complaint should be raised with either a member's Commanding Officer or directly to the Adjutant General of The Sealed Knot or any member of the Board of The Sealed Knot.

Adjutant General Nov 2020. Review 2023