



The Online Memorial and Museum of Prisoners of War

Charitable Incorporated Organisation, [registered charity number 1200975.](#)

DIVERSITY STATEMENT

The Online Memorial and Museum of Prisoners of War is a charity committed to being an inclusive organisation where people of ALL genders, all backgrounds, all ethnicities, all faiths and none, can interact with us, learn and contribute.

Propose including following:

Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and volunteers recognised and valued.

Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, visitors, the public and any others in the course of the organisation's work activities.

Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

Approved by Trustees: 14th Oct 2024
Due for review October 2025

Change Record:

Date of Change Changed by Comments Date of approval by Trustees

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|-----------------|-------------|-----------------------------------|-------------------------------|
| 15/1/2024 | KF | Original | August 2023 |
| August 2024 | MJS | Format to Standard + Para 2,3 & 4 | 14th Oct 2024 |
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The objects of the CIO # 1200975 are:

To advance the education of the public on the subject of prisoners of war by:

- a. Providing a permanent, online Memorial & Museum of Prisoners of War by maintaining and regularly updating an interactive, historical and educational internet resource which enables the collection and preservation of information concerning prisoners of war
- b. By organising seminars, conferences and tours that educate the public on the experiences of prisoners of war, and to pursue any other activities that support these purposes.
- c. The commemoration and remembrance for the public benefit, of former prisoners of war and the sacrifices they made