



EQUALITY AND DIVERSITY POLICY

POLICY PURPOSE

- To comply with our legal responsibilities to ensure that the Society is run so as to actively prevent discrimination against anyone due to their age, disability, race, religion, marital status, gender or sexual orientation.

To enable concerns to be raised easily, and that we respond correctly and confidentially in a timely and appropriate manner to any concerns raised.

PRACTICAL MEASURES

- The Society aims to offer events and activities designed to appeal to a wide variety of members, and we welcome ideas and suggestions to further this aim.
- Wherever possible, our meetings and events are held in venues that are wheelchair accessible, and at larger events the Society endeavours to ensure that a PA system and hearing loop are available, and that visually impaired people can manoeuvre safely.
- Free places are granted to members for a necessary carer to enable them to attend outings and events.
- Information relating to an issue and its subsequent management will be kept confidential and secure. It will be shared only on a strict “need to know” basis.
- Our online administrators (Website, Social Media, Facebook etc) will monitor these for forms of discriminatory comment and abuse.
- The Trustees will be immediately informed if any discriminatory issue arises and will promptly deal with the matter under the Society’s Disciplinary Procedure detailed in Appendix 2 of the Members Handbook.
- Where an outside organisation is involved the Trustees will liaise with the appropriate officers and management to resolve the issue.

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Reviewed Dec 2023, minor typo correction, no other change to content

Reviewed March 2024 to amend appendix due to revision of Members Handbook