

# Equality and Diversity Policy August 2021

## Aims

North Midlands LGBT Older Peoples Group is open to all older LGBTQ+ people and friends.

We aim to:

- Combat isolation and loneliness, encourage an atmosphere of friendship, respect and care for each other.
- In particular, we aim to treat every member equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

We want our support and services to benefit all members of our diverse community. We will make reasonable adjustments to ensure our services are accessible to all including those with a disability or sensory impairment

## Diversity

Our Charity belongs to all its members. We aim to hold meetings in a safe space and organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The Association should be open to new ideas, and particularly prioritise opportunities for members to share their life experiences with one another.

## Inclusion and respect

Every member should be made to feel equally welcome and included at all of the charity's meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the group.

## Dealing with discrimination and harassment

If any member feels they have been discriminated against by the Charity or harassed at a Charity event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Charity as a whole, the Board of Trustees must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the NORTH MIDLANDS LGBT OLDER PEOPLES GROUP due to discriminatory or harassing behaviour will be made with reference to the Charity's constitution.

The Charity will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

----- **End of policy** -----

**Version History**

22/09/2020	Adopted at a meeting of North Midlands LGBT Older Peoples Group
17/08/2021	Reviewed, amended and approved by OLGBT board