



North Midlands LGBT Older Peoples Group  
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# Equality and Diversity Policy Updated Oct 2023

## Aims

North Midlands LGBT Older Peoples Group recognises the need to adopt positive policies to take account of past and present discrimination against certain groups and individuals in society, and to comply with the terms of the Equality Act 2010 (amalgamating previous legislation) & all other equality relevant legislation not covered by the Equality Act.

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

Our support and services are provided for the benefit of 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

## Inclusion and respect

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 needs of a wide variety of people.

We want our members to be valued for their differences and to feel able to share their life experiences with one another without fear of prejudice or discrimination.

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

Degrading comments about things such as race, religion, culture, sexual orientation, gender or identity are unacceptable. Bullying, abusive or violent behaviour will not be tolerated.

Debate and disagreement are a welcome part of our lively and diverse group but please be kind and respectful of others including those who do not share your opinions and may be different from you in all kinds of ways.

If any member feels they have been discriminated against by the Charity or harassed at a Charity event they should raise this with any board member of the North Midlands LGBT Older Peoples Group (the Charity's trustees).

Any complaints that are raised will be dealt with under the terms of our complaints policy

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.

Our community is stronger when we accept and celebrate our differences

----- 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
25/10/2023	Amended version approved by OLGBT board