North Midlands LGBT+ Older Peoples Group
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Equality and Diversity Policy Updated Aug 2026

1. Purpose

North Midlands LGBT+ Older Peoples Group is committed to creating a welcoming, inclusive and respectful environment for everyone. We recognise that many people have experienced, and continue to experience, discrimination and disadvantage, and we are committed to promoting equality, diversity and inclusion in everything we do. We will comply with the Equality Act 2010 and other relevant equality legislation.

- We aim to combat isolation and loneliness, encourage an atmosphere of friendship, respect and caring for each other.
- We are committed to treating everyone with fairness, dignity and respect, 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.

2. Inclusion and Respect

Our Group 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 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.

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.

3. Single Sex Spaces and Trans Inclusion

Questions surrounding sex, gender identity and the inclusion of trans people have become increasingly prominent in public debate and in the interpretation of equality law. As an LGBT+ organisation, the Board of Trustees has adopted a separate Statement on Trans Inclusion, which explains our position in more detail and should be read alongside this policy.

We do not provide single sex services, and we have no plans to do so. Our social meetings and activities are open to all LGBT+ people. We do not ask people to state their gender or assigned sex at birth when they join our group.

4. Putting This Policy into Practice

Discrimination, bullying and harassment have no place within North Midlands LGBT+ Older Peoples Group. Everyone is expected to treat others with dignity and respect, regardless of their background or personal characteristics.

The standards of behaviour expected of members, trustees and volunteers are set out in our Bullying and Harassment Policy. Concerns about discrimination, bullying or harassment will be dealt with under our Bullying and Harassment Policy and, where appropriate, 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 a concern.

Our community is stronger when we accept and celebrate our differences

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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 of Trustees
25/10/2023	Amended version approved by OLGBT+ Board of Trustees
03/08/2026	Amended to remove duplication and simplify wording. Addition of section on single sex spaces and trans inclusion