



# Dewsbury & District Third Age



## Equality and Diversity Policy

### Aims

Dewsbury & District Third Age is open to people over 50 in Dewsbury and the surrounding area. We aim to help Members of the Group to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every Member equally and with respect, regardless of differences, including of their age, disability, race, religion or belief, sex, or sexual orientation

This policy should be read in conjunction with the Health & Safety, Complaints and Safeguarding Policies.

### Accessibility

All our meetings and events are held in venues that are accessible to wheelchair users wherever possible. We would also aim to use a PA system and/or a hearing loop if available.

Members attending are to be fit enough to take part in the activity they have chosen. Any person dependent on a carer must be accompanied by their carer (In this instance there will be no charge made for the carer)

We are committed to ensuring Members are able to attend our activities, so we will reassess our access requirements to try and meet the needs of new Members

### Diversity

Our Group belongs to all Members. We aim to organise a range of activities to suit the interests and meet the needs of a wide variety of people.

The Group is open to new ideas to meet the needs of a diverse community.

### Inclusion and respect

Every Member should be made to feel equally welcome and included at all activities and events.

Discriminatory and offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Group.

## **Dealing with discrimination and harassment**

Any Complaint will be dealt with in accordance with the Group's Complaints Procedure.

If any Member feels they have been discriminated against, or harassed, by any Member of the Group they should raise this with the Tutor in the first instance, who will take this up with the Committee. If the Complaint is made against the Tutor, the Complainant should contact the Chair of the Committee directly. Contact details can be found on the Dewsbury & District Third Age website.

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 Group as a whole, the Committee 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 Group due to discriminatory or harassing behaviour will be made with reference to the Group's constitution.

The Group 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.

## **Review**

In line with all Dewsbury & District Third Age policies, this policy will be reviewed annually or when the situation dictates

Signed:

Date: