

**Foundry Street Community Centre**

<b>Document</b>	<b>EQUALITY AND DIVERSITY POLICY</b>
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## **1. OUR COMMITMENTS**

- 1.1.1 Foundry Street Community Centre is committed to treating all people equally and with respect, irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- 1.1.2 Our overall objective is to support people who face economic hardship and inequality, and so we aim to make our organisation friendly and welcoming to everyone. We will be open to new ideas from people of all ages and backgrounds and listen to the views of members about the best ways to meet our objectives.
- 1.1.3 We will challenge discrimination and oppression based on race, ethnicity, nationality, creed, gender, sex, class, sexuality, gender reassignment, learning ability, physical impairment, mental illness, health status, age, occupation or income.

## **2. OUR ACTIVITIES**

In our projects and activities, we will focus on providing access to a local community space for community activities within the Sowerby Bridge & surrounding areas, to include for people who face disadvantage in our communities, including families on low incomes, older people living alone, women, black and minority ethnic people, people who have a disability, and LGBTQ people.

## **3. ACCESSIBILITY**

- 3.1.1 At Foundry Street Community Centre, we have accessibility to the property for those with physical disability. We will encourage all users to ensure their activities to be open for all. Should the board of trustees organise larger events we will aim to use a PA system and investigate utilising a hearing loop.
- 3.1.2 If it is necessary to hold events online, we will offer assistance to anyone who needs support to use the internet.

## **4. CONDUCT**

- 4.1.1 Our organisation is founded on a policy of respect for others. Sexist, racist, homophobic, transphobic or otherwise offensive or inflammatory speech or behaviour is not acceptable. These behaviours amount to harassment and have no place in Foundry Street Community Centre.
- 4.1.2 If any member feels they have been discriminated against by the organisation or harassed at an event held at the Centre, they should raise this with the board of trustees.
- 4.1.3 The board of trustees will investigate the complaint, listening to all members involved. If the complaint is against a committee member, that member will not take part in the investigation.
- 4.1.4 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.

4.1.5 If the complaint is against organisation as a whole, the board of trustees will take all necessary steps to avoid such discrimination taking place in the future and will inform members how they propose to achieve this.

4.1.6 Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Foundry Street Community Centre's Constitution. We 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.

## **5. LEAD**

A lead member for this policy will be nominated from the board of trustees for this policy.

## **6. REVIEW**

We will review this policy every two years and where necessary, revise it to reflect any relevant changes in the law, and / or the experience of the Centre's activities over the previous year.