

LGBT+ Over 50s County Durham - Equality and Diversity

LGBT+ Over 50s County Durham as an inclusive organisation seeks to promote equality and diversity throughout the club. As the main aim of the association is to provide a safe social space, free from hatred, prejudice and discrimination, for all LGBTQ+ people of a mature age [primarily, though not exclusively, aimed at 50+] in County Durham and surrounding areas. We strive to be open, supportive and inclusive in all that we do, and are happy to act in a consulting role, to individuals and groups, within the communities we are a part of.

As an 'association' as defined by the Equality act 2010, LGBT+ Over 50s County Durham is bound by the provisions of the act relating to associations, mainly sections 101, 102, 158.

The Equality Act 2010 protects people from discrimination and harassment based on 'protected characteristics'. The 'protected characteristics' are:

- Age
- Disability (inc. physical or mental impairment)
- Gender
- sexual orientation
- gender reassignment
- pregnancy
- maternity
- race
- religion or belief

We aim to ensure that no member, volunteer, committee member or guest experiences less favourable treatment on any of these grounds.

Implementation

The association will appoint an officer to have responsibility for Equality and Diversity who may either be an existing member or a specifically appointed Equality and Diversity Officer (EDO).

LGBT+ Over 50s County Durham will work to ensure that members, volunteers, all members and guests are:

- Treated fairly and without discrimination during their membership, commencing with the recruitment process and have access where appropriate to meetings, outings or other such function as may be applicable

- Fairly appraised and rewarded for personal contributions to the organisation, taking into account internal and external comparisons and affordability.
- Able to work in a healthy and safe environment free from hazards; for all.
- Treated with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable.

Roles and responsibilities

LGBT+ Over 50s County Durham is committed to promoting equality for all. If a member feels they have been subject to discrimination which is in direct conflict with our commitment to equality of opportunity, they should raise this with the Equality and Diversity Officer.

All members have a responsibility to treat others with dignity and respect. If a member is found to have acted in a deliberately discriminatory manner, appropriate disciplinary procedures will apply.

All members, volunteers and guests will be informed that an equality and diversity policy is in operation and are bound to comply with its requirements. This policy will also be drawn to the attention of funding agencies, stakeholders and others through appropriate communication channels including but not limited to an association website / online media, publicity.

Responsibility for ensuring that there is no unlawful discrimination rests with all members and the attitudes of members are crucial to the successful operation of fair practices. In particular, all members of the club should:

- comply with the policy and arrangements;
- not discriminate in their association activities or induce others to do so;
- not victimise, harass or intimidate other members or groups who have, or are perceived to have one or more of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- inform the Equality and Diversity Officer if they become aware of any discriminatory practice.

It is expected that when members are representing LGBT+ Over 50s County Durham in an external capacity, and as part of their role, that they will

endeavour to ensure that equality and diversity principles and practices are adhered to.

Third Parties

Third-party harassment occurs where a member in any capacity is harassed, and the harassment is related to a protected characteristic, by third parties such as visiting guests. LGBT+ Over 50s County Durham will not tolerate such actions against its members, and the member concerned or who witnesses this should inform the EDO at once that this has occurred. LGBT+ Over 50s County Durham will fully investigate and take all reasonable steps to ensure such harassment does not happen again. *For example, taunting or harassing a member on the grounds of race, or sexual orientation either real or perceived.*

Monitoring and Evaluation

LGBT+ Over 50s County Durham will regularly evaluate its operation and the effectiveness of its equality and diversity policy.

Review of this Policy

LGBT+ Over 50s County Durham's commitment to equality and diversity is an active one. This document will be amended on a regular basis as part of this active commitment.

LGBT+ Over 50s County Durham will seek to keep up-to-date with new developments in Equality and Diversity practice and actively seek information on this issue.

Revised May 2021