**The Isleworth Society Equality and Diversity Policy**

**Registered Charity No. 1042796**

**Aims**

The Isleworth Society is open to everyone with an interest in Isleworth. We aim to help the community to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, race, religion or belief, sex, or sexual orientation

**Accessibility**

All our meetings are held in venues that are accessible to wheelchair users. When there are more than 40 people at a meeting we aim to use a PA system.

When we organise outings for our members we will provide free places for carers of members who can only attend if they bring a carer.

We are committed to ensuring any member of the Isleworth Society is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.

**Diversity**

We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The Isleworth Society should be open to new ideas, and welcome opportunities for residents to share their cultural heritage with one another.

**Inclusion and respect**

All members and their guests should be made to feel equally welcome and included at all The Isleworth Society 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 Isleworth Society.

**Dealing with discrimination and harassment**

If any member or visitor feels they have been discriminated against by The Isleworth Society or harassed at a Society event they should raise this with the committee.

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 Isleworth Society 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 organisation due to discriminatory or harassing behaviour will be made with reference to The Isleworth Society’s constitution. The Isleworth Society 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.

**Adopted September 2018**