



EQUALITY, DIVERSITY & INCLUSION POLICY

Aims

Membership of Letchworth Arts and Leisure Group (LALG) is open to all adults. We recognise the importance and benefit of an environment in which equality, diversity and inclusion are promoted. LALG aims to support and celebrate differences and to foster an inclusive organisation.

The Committee will work towards increasing the diversity of our membership and those involved in running LALG to reflect that of our local community.

Legal Framework

This policy is informed by the Equality Act 2010.

Under the legislation, it is unlawful to discriminate against individuals on the basis of the following protected characteristics:

- Age
- Disability – means that the person has to have a ‘physical or mental impairment’ that ‘has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities’
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

In addition to the above protected characteristics, as a community organisation we will treat our members with equal respect regardless of class or socio-economic status.

Commitments

- LALG is committed to ensuring these protections are upheld withal all our activities and decision-making processes.
- LALG values its Members and all others with whom it comes into contact and will do all it can to create a welcoming environment, treat them in a

respectful manner and ensure they are made to feel equally welcome and respected.

- All Members and any others representing LALG are expected to treat each other with respect and dignity.
- LALG will not tolerate inappropriate, violent, abusive behaviour or harassment including but not limited to sexual harassment or offensive and inflammatory language and remarks.
- Any such behaviour must be reported to edi@lalg.org.uk, secretary@lalg.org.uk or chair@lalg.org.uk who will assist those involved to find a resolution.
- The committee will raise awareness of equality, diversity and inclusion issues by all available means.
- LALG will make every effort to use venues that are accessible to all and will respond positively to any requests for improving access and make reasonable adjustments where possible.
- If any Member has specific access needs or other requirements and notifies the host, every effort will be made to accommodate it. Requests for adjustments will be considered individually and sensitively.

Diversity Officer

- The LALG Committee will appoint a Diversity Officer to advise it on equality, diversity and inclusion issues.
- The person will normally be a Committee member but can be another LALG Member with appropriate experience.
- The Diversity Officer will assist the Committee in drawing up any action plans to help it achieve its aims and commitments.
- The Diversity Officer will provide an annual report to the Committee on equality, diversity and inclusion issues
- The Diversity Officer will provide other information and guidance as required.

Responsibilities

- The Committee is responsible for ensuring the provision of advice, guidance and information on equality, diversity and inclusion issues, to Group Contacts and LALG Members.
- The policy will be published on the LALG website. It will also be included in the guidance section of the website.
- The policy will be reviewed on an annual basis.

Scope of Membership / Carers

- Membership of LALG is on a household basis and includes all adult members. However, if one or more members of a household requires a person such as a carer to accompany them to LALG activities and events, then the person will also be covered under the household membership.
- Further information with regard to Carers can be found at <http://lalg.org.uk/carers>.

Dealing with complaints

- The committee will take any complaints in relation to this policy very seriously in accordance with the LALG Complaints policy.
- The Complaints policy is available on the LALG website or from the LALG Secretary.

Review date: May 2027

**This policy was updated and approved by the Committee
at its meeting on 19 May 2026**