



LETCHWORTH ARTS AND LEISURE GROUP

EQUALITY POLICY

Aims

Letchworth Arts and Leisure Group (LALG) is open to all. We aim to provide our Members, volunteers, supporters and suppliers with equal respect, regardless of any personal characteristics, including: age, disability, gender, marital status or pregnancy, race (including colour, nationality, ethnic or national origin), religion or belief, sexual orientation, class or socio-economic status.

Commitments

- LALG values its Members, volunteers, suppliers and supporters and will do all it can to treat them in a respectful manner and ensure they are made to feel equally welcome and respected.
- Accordingly all Members, volunteers, supporters and suppliers and those representing LALG are expected to treat each other with respect and dignity.
- Inappropriate, violent or abusive behaviour or offensive and inflammatory language, remarks and behaviour will not be tolerated.
- The LALG Committee (the Committee) will assist Members, volunteers, suppliers and supporters in constructively tackling any inappropriate, violent or abusive behaviour.
- LALG will make every effort to use venues that are accessible to all and will respond positively to any requests for improving access.

Dealing with complaints

- If any Member, volunteer or supporter feels they have been discriminated against or harassed they should raise it with the Chair of the Committee or another Officer of the Committee if raising it with the Chair is inappropriate.
- In the first instance the Committee will try to resolve the complaint informally.
- If the complaint cannot be resolved informally, then the Committee will appoint a panel of three of its members to formally investigate the complaint, listening to all parties involved.
- If the complaint is against a Committee member, that member will not be a member of the complaints panel.
- The person making the complaint will have the opportunity to present their case in a safe and confidential environment and they can be accompanied by a friend.
- The person being complained about will be afforded the same opportunity.

- The complaints panel will aim to reach a decision within 30 days and inform all parties of it in writing.
- If a complaint is upheld, the Committee will work to ensure that such discrimination is not repeated and, if it is serious, may require the person found to have breached the policy to leave LALG.

Scope of Membership

- Membership of LALG is on a household basis, provided the household has at least one adult member.
- However, if one or more members of a household has a non-resident carer due to age, disability or a medical condition and needs the carer to accompany them to LALG activities and events, then membership will also cover the carer.

Responsibilities

- The Committee is responsible for ensuring the provision of advice and guidance on equality issues, and for keeping this policy up to date.
- The policy will be published on the LALG website for the information of Members. It will also be included in the guidance provided to Group Contacts.

Review date: October 2021

This policy was approved by the Committee, and signed by the Chairman, at its meeting on 30 October 2018