

Carham Parish Defibs Equality and Diversity Policy

Aims

Equality is about treating everyone fairly and with respect. We (the Committee) aim to treat every member of the Carham Parish Defibs community equally, regardless of their age, sex, gender, marital status, sexual orientation, race, colour, nationality, ethnic or national origins, cultural heritage, political or religious belief, disability, social background or geographical location.

Accessibility

We want every member of the Carham Parish Defibs community to be able to attend our meetings and events, so we endeavour to ensure, as far as is practicable, that premises used are fully accessible.

Inclusion and respect

We want every member of the Carham Parish Defibs community to feel equally welcome and included at all Carham Parish Defibs 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 Carham Parish Defibs.

Dealing with discrimination and harassment

We will take complaints of discrimination and harassment very seriously. If any member of the Carham Parish Defibs community feels they have been discriminated against by Carham Parish Defibs or harassed at a Carham Parish Defibs event they should raise this with the Committee.

We 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, that 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 Carham Parish Defibs as a whole, the Committee will work to ensure that such discrimination is not repeated in the future.

Any decision to exclude a person from Carham Parish Defibs due to discriminatory or harassing behaviour will be made with reference to the Carham Parish Defibs constitution. Carham Parish Defibs 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.

Monitoring and review

This Policy was adopted on 6 June 2024 and will be reviewed every two years by the Committee.