



Kirkley People's Forum

Equity Diversity and Inclusion (EDI) Policy

Version: 1
Date: June 2023

Aims

Kirkley People's Forum is open to all. We aim for the group to have an atmosphere of friendship, respect, and care for each other. We aim for every person to be included regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

Kirkley Peoples Forum is committed to assessing every activity they undertake and making it as accessible as is within their means.

Diversity

Kirkley Peoples Forum is open to new ideas and will prioritise opportunities for the community to share their cultural heritage with one another.

Inclusion and respect

All volunteers and visitors to Kirkley Peoples Forum activities or events will be made to feel equally welcome and included.

Sexist, racist, homophobic, transphobic, or otherwise offensive or inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the group.

Dealing with discrimination and harassment.

If any volunteer feels they have been discriminated against by the group or harassed at a Kirkley Peoples Forum event or by the group they should raise this with the management 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 a 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 group, 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 Kirkley Peoples Forum Constitution. The group 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.

Review

This policy will be reviewed every year.

Chair: _____ : _____

Secretary: _____ Date: _____

Treasurer: _____ Date: _____