

Lerato Community Initiative

Equality & Diversity Policy

Aims

The Lerato Community Initiative (LCI) recognises that in our society the disparity and misuse of power has seen many groups being discriminated against because of who they are intrinsically. The Equalities Act 2010 identifies a list of “protected characteristics” including, but not exclusive to, race, sex, age, disability, sexual orientation, marital status, class, learning ability, physical impairment, mental illness, unrelated criminal conviction, income and where they live.

LCI also recognises that where direct or indirect discrimination occurs within the organisation, it is both morally and legally unacceptable.

- The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action LCI intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.
- In adopting this Equality and Diversity Policy, LCI is also making an unequivocal commitment to implementing it, to ensure that equal opportunity becomes a reality.

Accessibility

In carrying out our activities we will endeavour to ensure that all our workshops and events:

- are held in venues that are accessible to wheelchair users. When there are more than 50 people at an event, we will aim to use a PA system and a hearing loop.
- When we organise programmes and workshops for our members, we will provide free places for carers of members who can only attend if they bring a carer.
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- We are committed to ensuring everyone is able to participate in our activities, so we will reassess our access requirements when needed, to meet the needs of new members.

Diversity

In order to achieve our mission, we aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

For example, whilst our main programme is youth focused, we will also organise events for adults and events with no age limitation. Where we feel there is a particular community need that we lack expertise in, we will happily collaborate with others to ensure that need is met.

The organisation is open to new ideas, and particularly prioritise opportunities for members to share their cultural heritage with one another.

Inclusion and respect

Every member of LCI should be made to feel equally welcome and included at all LCI's meetings, workshops and events.

Offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the organisation.

Dealing with discrimination and harassment

If any member feels they have been discriminated against by the Organisation or harassed at an organisation event they should raise this with the chairperson, who will make the details known to other Board members.

The Board will investigate the complaint, listening to all members involved. (If the complaint is against a Board 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 Organisation as a whole, the Board 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 Organisation's constitution. The Organisation 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.

This policy was adopted at a meeting of Lerato Community Initiative on 19th December 2019, and will be reviewed at least every 2 years.

Signed:

Signed: