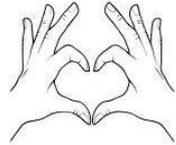


North Town

C O M M U N I T Y
S U P P O R T G R O U P



Equality and Diversity Policy

North Town Community Support Group respects the rights, dignity and worth of every person. We believe everyone has the right to live free from discrimination, harassment and victimisation, to be equally valued in their community and to be supported to participate in all the activities of community life.

We reject prejudice whether connected with race, ethnicity, nationality, creed, sex, class, sexuality, gender identity or reassignment, learning ability, physical impairment, mental illness, HIV status, age, occupation or income.

We will not tolerate prejudice, discrimination, harassment or victimisation against those who use our support services, our volunteers or members.

Our aims and objects – including the provision of support services and activities we will organise to bring people together for meaningful social interaction and/or to build community resilience – will, we hope, contribute to the promotion of equality and diversity across our neighbourhood and wider local community.

We will endeavour to adopt working practices that value and celebrate diversity, break down barriers and encourage inclusion, participation and empowerment across the whole community.

Specifically we will:-

- Develop our support services and activities in response to community needs.
- Ensure that where we are providing someone with support that support is tailored to their specific needs and wishes and delivered flexibly and sensitively.
- Ensure that information we provide is accessible to all through the use of different media (printed newsletters in clear print as well as online) and will respond positively to needs for alternative formats (easy read, large print, audio, Braille, BSL etc).

- Ensure that any meetings or events we hold are accessible for disabled people in their diversity, with transport provided for anyone with mobility issues, and are welcoming and safe for everyone.
- Ensure any complaints of discrimination or harassment are dealt with and resolved swiftly and effectively by our Co-ordinating team.
- Identify barriers to people volunteering and ensure that everyone who wants to contribute to our work can do so.
- Identify practical ways to celebrate diversity and encourage understanding of different cultures across our community.

We will be developing this policy as we grow and evolve as a neighbourhood support group and welcome input from everyone.

V1 21 May 2020.