

Appendix 6.14 January 2019

Equality and Diversity Policy

6.14.1 Aims

The Friends of Hornsey Church Tower (FoHCT) is open to all to join and also to participate in all events and activities run by or associated with FoHCT. We aim to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every person equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the organisation.

6.14.2 Dealing with discrimination and harassment

If any person feels they have been discriminated against by the FoHCT or harassed at an FoHCT event they should raise this with the committee of the FoHCT.

The committee will investigate the complaint, listening to all those 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, 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 FoHCT as a whole, 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 FoHCT's constitution. The FoHCT 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.

6.14.3 Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously

6.14.4 Dealing with Complaints

- The FoHCT Management Committee will take complaints of discrimination and harassment very seriously.
- They will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
- If the complaint is against a particular individual, the committee will hear their point of view.
- The Committee will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.
- Any decision to terminate someone's membership will be made in line with the rules set out in the constitution.

3.14.5 Review

This policy will be reviewed every 2 years

Signed:



Peter Sanders

Position: Chair, FoHCT

Date:

12 January 2019