



Gorleston Menopause Mayhem

Lifes better when we talk

Equality, Diversity & Inclusion Policy

Gorleston Menopause Mayhem recognises that within our society, certain groups of people are disadvantaged, discriminated against and oppressed.

Gorleston Menopause Mayhem are committed to challenging discrimination and oppression whether by reason of gender, marital status, age, race, disability, sexuality, religion or any other form of social disadvantage.

Gorleston Menopause Mayhem monitors its structures, procedures, practices and images in order to enable it to make changes which will ensure the development of anti-oppressive practice, the empowerment of individuals and groups, and real equality of opportunity.

Gorleston Menopause Mayhem will fulfil its legal obligations under the Sex Discrimination Act 1975, Equal Pay Act 1970 (as amended 2004), Race Relations Act 1976 (as amended 2000), the Disability Discrimination Act 1995, the Employment Equality (Sexuality) Regulations 2003, Employment Equality (Religion or Belief) Regulations and the Equality Act 2010.

Gorleston Menopause Mayhem takes complaints seriously. We will refer any young person, vulnerable adult, parent, volunteer or member of the trustees to the Gorleston Menopause Mayhem complaints procedure.

Gorleston Menopause Mayhem will work towards creating a workforce which reflects the diversity of our community. It will ensure that no-one is unfairly discriminated against when volunteering.

All staff, voluntary or trustees have equal access to training and development regardless of any of the considerations mentioned above.

Responsibility of all staff and trustees

Gorleston Menopause Mayhem volunteers, regular visitors and members of the trustees

- to behave in ways that promotes equality and is non-racist, non-sexist and generally non-discriminatory. This applies to the way they behave in the delivery of projects and to other staff and members of the trustees in the course of their work.
- participate actively in measures introduced by Gorleston Menopause Mayhem to ensure that there is equality of opportunity and non-discrimination. Volunteers, regular visitors and members of the trustees should also draw the attention of the Chair to alleged unlawful or unfair discriminatory acts or practices.
- through the course of their involvement within the Constituted Group, be found to have caused or encouraged discrimination, this will be regarded as a

particularly serious offence, rendering them liable to disciplinary action and their membership will cease.

- to report if they have a concern regarding unfair discrimination or harassment by using one of Gorleston Menopause Mayhem procedures e.g. grievance, bullying or complaints to the Chair or the trustees.

Name

Signed

Date

Date of review