



Swindon Seniors Forum

A Voice for Swindon's Senior Citizens

Equality & Diversity Policy

This policy is designed to ensure that Swindon Seniors Forum ('The Forum') complies with its obligations under equality legislation. It demonstrates a commitment to treating people equally and fairly in the planning and delivery of Forum activities and information and to creating a welcoming environment which values diversity.

The policy applies to the management committee, members and others organising or participating in Forum activities and events and is complementary to its Constitution.

Under the provisions of the Equality Act 2010 it is unlawful to discriminate, either directly or indirectly, against anyone who is affected by or is perceived to be affected by a Protected Characteristic or associates with someone with a Protected Characteristic. Details of Protected Characteristics are attached at Appendix 1. All Forum members and volunteers will be personally liable for any act of unlawful discrimination under the above legislation. NB As a community membership organisation for older people, The Forum is entitled to differentiate between those aged under 55 and those aged 55 and over within its membership categories and operation.

In addition to equality legislation, Swindon Seniors Forum is unreservedly opposed to any form of prejudice or bullying and aims to ensure that such behaviour is met with appropriate action in whatever context it occurs. While the focus of the Forum is for the benefit of older people, it recognises and values people's differences and will treat all with respect, valuing the variety of different views, outlooks, skills and backgrounds of its members.

The Forum's management committee is committed to ensuring that all the Forum's activities are genuinely available to all potential participants. Forum meetings, events and other activities will be made as accessible and welcoming as possible to all potential participants, taking account of physical and sensory needs, diversity issues such as culture and language and the need to give all participants the opportunity to contribute in their own way.

To this end, the management committee will:

- ensure that Forum activities are held in fully accessible venues;
- provide assistance where possible to members who have difficulty in accessing specific activities;
- communicate with Forum members and others using suitable methods;
- consider suitable formats for constitutional, promotional and other material;
- promote membership widely within the Swindon area community.

Any member or other participant in a Forum activity who feels that they have suffered any form of discrimination or abuse from another member or participant may raise the issue with a member of the management committee in the first instance. It will be treated with compassion and discretion and, where a breach of the law is alleged, assistance will be given or sought as appropriate.

This policy will be reviewed by the Forum management committee from time to time to ensure that it remains up to date and reflects the needs and practice of The Forum.