



The Monday Night Club
The Lodge, Dingle Road, Leigh
Worcester WR6 5JX
Tel: 07973788029

www.themondaynightclub.org.uk

Registered charity number 1160646

Equality and Diversity Policy

Aims

The Monday Night Club aims to have an atmosphere of friendship, respect and care for each other. In particular we aim to treat every member and volunteer equally, and not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

Accessibility

We aim to hold all our events in venues that are accessible to wheelchair users and have accessible toilets. We provide accessible communications in different formats and are aware of sensory needs. We encourage and support our venues to offer sensory-friendly environments to meet the needs of neuro-diversity.

Inclusion and respect

Every member and volunteer at The Monday Night Club must be made to feel equally welcome and included. Activities are designed to include all members and their carers and treat everyone equally.

Sexist, racist, homophobic, transphobic, hate speech or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in The

Monday Night Club. Our **Safeguarding Policy** is available on our website for all to read and states that keeping quiet about any concern is not an option. All our volunteers are offered training in Safeguarding of Vulnerable Adults.

Dealing with discrimination and harassment

If any member or volunteer feels they have been discriminated against or harassed at a Monday Night Club event they must raise this with the organisers. The club has a designated Welfare Officer:

Helen Gill, Chief Executive Officer

Contact:

email: helen@themondaynightclub.org.uk

address: The Lodge, Dingle Road, Leigh, Worcester WR6 5JX

phone: 07973 788029

The organisers will investigate the complaint with the Trustees, listening to all members involved. (If the complaint is against one of the organisers or Trustees, that person 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, family member, or someone that they trust. The person making the complaint will also have this opportunity.

If the complaint is against The Monday Night Club as a whole, the Trustees must work to ensure that such discrimination is not repeated in the future and must inform the members and volunteers of how they propose to do this.

Any decision to exclude a person from the club due to discriminatory or harassing behaviour will be made with reference to the Constitution. The Monday Night Club 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 will be reviewed, and updated if necessary, by the Board of Trustees of The Monday Night Club once every year.

Name: Laura Gill

Position: Chair of Trustees

Date of last review: 20th April 2024