



Thornton Heath Community Action Team (THCAT)

Equality and Diversity Policy

Adopted 20 August 2019

Thornton Heath is an area with great diversity as can be seen from its religious establishments (mosques, temple, churches of all denominations), its businesses, residents and languages spoken.

Aims

THCAT is open to all residents of Thornton Heath as well as those with connections to the area who support its aims. We aim for THCAT to have an atmosphere of friendship, respect and care for each other. We recognise that some people may be more likely to experience discrimination and harassment in society at large, but we aim to treat every member equally, regardless of age, disability, gender, family and relationship status, race, religion or belief, sexual orientation, occupation, wealth or class. We commit to making sure THCAT is as inclusive and welcoming as possible.

Accessibility

We aim to hold all our meetings and events in venues that are accessible and to ensure speakers speak clearly. We are committed to ensuring any member is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.

Diversity

Our Action Team belongs to all members. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people and to encourage membership from all sectors of our diverse local community. THCAT should be open to new ideas and include opportunities for members to share their cultural heritage with one another.

Inclusion and respect

Every member of THCAT should be made to feel equally welcome and included at all our meetings and events. Sexist, racist, homophobic, transphobic or otherwise



offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in THCAT or on its social media.

Dealing with discrimination and harassment

If any member feels they have been discriminated against or harassed at a THCAT event or through its communications, they should raise this with the committee who will investigate the complaint, listening to all members 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 THCAT 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 THCAT's constitution. THCAT 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 was adopted at a meeting of THCAT on 20.8.19 and will be reviewed at least every 2 years.

Signed:

Linda Watson

Chair THCAT

Join our team and **take action** for a **cleaner, greener Thornton Heath!**