



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

www.themondaynightclub.org.uk
Registered charity number 1160646

Equal Opportunities 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, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Accessibility

All our events are held in venues that are accessible to wheelchair users and have toilets for wheelchair users.

Inclusion and respect

Every member and volunteer at The Monday Night Club should 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 speak or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in The Monday Night Club. Our safe-guarding policy is available 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 should raise this with the organisers. The club has a designated Welfare Officer.

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. 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.

Name:.....

Signed:.....

Signed:.....

Date:.....