

Dorset Lake Community

Dorset Lake Community took the decision in 2024 to prepare a Diversity and Inclusion Policy for its members. Please see our Policy below:

Diversity and Inclusion Policy for Dorset Lake Community

Introduction

Dorset Lake Community are committed to promoting diversity, equity, and inclusion. We believe that everyone deserves respect, equal opportunities, and a safe space to participate in our activities. This policy outlines our commitment to these principles and provides guidance on how we will achieve them.

Purpose

Our diversity and inclusion policy serves the following purposes:

1. **Promoting Fairness:** We aim to treat all members, volunteers, and service users with equal respect, regardless of their background, identity, or characteristics.
2. **Creating an Inclusive Atmosphere:** We want to ensure that everyone feels welcome, valued, and included in our community.
3. **Addressing Discrimination:** This policy helps us address any incidents of discrimination or harassment promptly and effectively.

Key Principles

1. **Equal Treatment:** We will not discriminate against anyone based on age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
2. **Zero Tolerance for Harassment:** Harassment, including hate speech or offensive behaviour, is not acceptable. We encourage reporting of any such incidents.
3. **Accessibility:** We strive to make our activities accessible to all, considering physical, sensory, and cognitive needs.
4. **Representation:** We actively seek diverse representation in decision-making processes, and event planning.

Implementation

1. **Communication:** We will communicate this policy to all members, volunteers, and service users. It will be available on our website.
2. **Reporting and Handling Incidents:** If anyone experiences discrimination or harassment, they can report it confidentially by writing to the Chair on the below email. We will investigate promptly and take appropriate action.
3. **Reasonable Adjustments:** We will make reasonable adjustments to accommodate individual needs where possible.

Contact Details for Reporting Complaints

Chair: Graham Whitehall

Email: dorsetlakecommunity@yahoo.com

This Policy was adopted at a meeting of Dorset Lake Community on 8th October 2024 and will be reviewed every 3 years.

Signed:

Chair Dorset Lake Community

8th October 2024