



Kelso Laddies Association

Equality Policy

Aims of this Policy	The Kelso Laddies Association fully accept and welcome that society consists of many diverse groups and individuals and this diversity is an asset to the community, we also recognise that certain groups and individuals are discriminated against and we are opposed to this. We recognise that we have a moral, social and legal responsibility to promote equal opportunities and we will pursue equality in all of our work. We aim to create a safe and welcoming atmosphere & environment for everyone. We will challenge all forms of oppression including those based on race, ethnicity, nationality, creed, gender, sex, class, sexuality, gender reassignment, learning ability, physical impairment, mental illness, age, occupation, income, and wealth. We aim to design our events, activities, services and decision making processes specifically to encourage and support participation from people from all walks of life.
Our Commitment	The Kelso Laddies Association is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
Policy Implementation	The Kelso Laddies Association is committed to the development of policies to provide for equality of opportunity in all aspects of its work. We will work to ensure that all our services, events and activities are provided in a way that promotes awareness of the rights and needs of people from minority groups and enables all people to access to them. The Kelso Laddies Association will take practical steps that are necessary including, if appropriate, use of the disciplinary mechanisms laid out in the code of conduct, to enforce the Policy. In addition, anyone connected to our organisation, committee member, helper or volunteer who considers that he/she is suffering from unequal treatment on any grounds may use this policy to bring it to the committee's attention for action. The General Committee will bring to the attention of all members, helpers and volunteers the provisions of the policy and will provide such training as is necessary to ensure the effective implementation of the Policy. The General Committee shall have responsibility for the operation of the Policy, however, all committee members, helpers and volunteers have a duty to do everything they can to ensure that the Policy operates in practice.
Code of Conduct & What We Expect	People will be treated with dignity and respect regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. At all times people's feelings will be valued and respected. Actions, language or humour that people find offensive will not be used, e.g. sexist or racist humour or terminology that is deemed derogatory. No one will be discriminated, harassed, abused, victimised, excluded or intimidated on the grounds of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. Foul, insulting, abusive or racist remarks will not be tolerated from anyone associated with The Kelso Laddies Association and behaviour of this type may lead to expulsion from the organisation.

Violations	Incidents of violations will be taken seriously and will be fully investigated to see what has taken place. The person in violation of this Policy will be requested to attend a meeting of The Executive Committee to discuss the matter and to give their point of view. Violations may result in this Policy being re-briefed and or further training/instruction given and or a Formal Warning issued. In the case of a helper/volunteer, action may be taken as appropriate and if deemed necessary their involvement with the organisation may cease. In a case involving a General Committee Member of the Association, membership to the Association may be withdrawn. Any directly involved person has the right to appeal against a decision made by the General Committee who will consider that appeal before a decision is made and that decision will be final.
Complaints and Reports of Violations	Complaints or reports of violations should be made to the Chairperson of the Kelso Laddies Association. The Association will investigate them thoroughly and will discuss the complaint in a mutually agreeable, safe environment. The Kelso Laddies Association will take learnings from any complaints made.
This Policy & Its Review	This Policy was created on 23 May 2018 and will be reviewed annually to ensure it remains up to date and is compliant with the Law.