

Richmond & Kingston



ME Group

Serving the Richmond & Kingston Boroughs and all surrounding areas

Equal Opportunities Policy

The Richmond and Kingston ME Group 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 and legal responsibility to promote equal opportunities, and we will proudly pursue equality in all of our actions.

This document has been prepared to set out Richmond and Kingston ME Group's commitment and as a statement of its intent. The Policy will be reviewed annually to ensure effective implementation.

The Richmond and Kingston ME Group is an Equal Opportunities Organisation. It is committed to the development of policies to provide for equality of opportunity in all aspects of its actions. We will work to ensure that all our support services are provided in a way that promotes awareness of the rights and needs of people from all groups and enables all people to access them.

The Richmond and Kingston ME Group will take whatever steps are necessary to enforce the Policy. In addition, anyone connected to our organisation, helper, staff member 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 Committee will bring to the attention of all public members, other Committee members, and all volunteers the provisions of the policy to ensure the effective implementation of the Policy.

The Committee shall have responsibility for the operation of the Policy. However, all Committee members, volunteers and public members have a duty to do everything they can to ensure that the Policy

operates in practice.

Code of Conduct

1. People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability, religion or age.
2. At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, for example, sexist or racist jokes or terminology that is deemed derogatory.
3. No one will be harassed, abused, excluded or intimidated on the grounds of their race, sex, age, nationality, disability, religion or sexual orientation.
4. Foul, insulting, abusive or racist remarks will not be tolerated from anyone associated with the organisation and behaviour of this type may lead to expulsion from the group. Incidents of harassment will be taken seriously. If the matter cannot be resolved by way of an acceptable apology and an undertaking that the offence will not be repeated, the following action will be taken:
 - a. The person in question will be requested to attend a meeting with at least three members of the Committee to explain their actions, or in cases of not being able to attend (disability, illness, etc), contacted by other means for explanation of their actions.
 - b. Membership to the group may be withdrawn. Any directly involved person has the right to appeal against a decision made, to the full Committee, who will consider that appeal before a decision is made and that decision will be final.