# Herefordshire Board Gamers: Equal Opportunity Policy

Herefordshire Board Gamers is a volunteer community which provides free social events and support to all.

We aim to provide a welcoming inclusive community. In particular we aim to treat every guest equally, regardless of their age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex or sexual orientation.

## Aims

- The Herefordshire Board Gamers recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
- The Herefordshire Board Gamers also recognises that where direct or indirect discrimination occurs within the Herefordshire Board Gamers, it is both morally and legally unacceptable.
- The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action the Herefordshire Board Gamers intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.
- In adopting this Equality and Diversity Policy, the Herefordshire Board Gamers is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

## Code of Practice

- The Herefordshire Board Gamers provides activities, guidance and assistance to all.
- The group will take action to ensure that group activities and events are open and welcoming to everybody.
- We aim to make our meetings and events accessible to people with disabilities – e.g., meet in accessible premises
- We aim to ensure our communication during and before the event supports neurodiversity, including to provide clear signage during and before the event.
- We aim to keep our events free as wealth is an inclusion factor.
- We aim to use local training opportunities to help our committee and members better understand how discrimination occurs and how to prevent it.
- We aim to organise focused events to support minority groups like LGBTQIA+
- All members of the Herefordshire Board Gamers will have the Equality and Diversity Policy explained to them, and will undertake to comply with and implement this policy.

- Members who have experienced discrimination can make complaints to the co-ordinator, who is present at all weekly meetings. If the co-ordinator is unable to resolve the complaint, it will be referred to the Management Committee.

## Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her race, nationality, sex, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

## Dealing with Complaints

- The Management Committee will take complaints of discrimination and harassment very seriously.
- They will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
- If the complaint is against a particular individual, the committee will hear their point of view.
- The Committee will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.
- Any decision to terminate someone's membership will be made in line with the rules set out in the constitution.

## Review

- This policy will be reviewed every 2 years

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| Author | Version | Release Date | Notes | Review date |
|---|---|---|---|---|
| Adam Best | 1.0 | 13/08/2022 | | 01/08/2024 |