



THE LENSBRURY

## Equality & Diversity

The Equality and Diversity policy is in place to ensure that everyone is treated fairly and with respect and ensure that members, their guests, hotel residents and visiting teams are not denied access to the Lensbury because of a discriminatory reason.

This policy is fully supported by the Directors who are responsible for the implementation and review of this policy. Lensbury members and staff are asked to adhere to the following:

- Take responsibility for setting and upholding standards and values that apply throughout the Lensbury at every level, so activities can be enjoyed by everyone who wants to participate.
- Demonstrate a commitment to eliminating discrimination by reason of age, gender, gender reassignment, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities and an inclusive welcoming environment.
- Ensure that staff, Members, their guests, hotel residents and visiting teams are treated fairly and with respect and ensure that all members, regardless of their ability, have access to and opportunities to take part in, and enjoy programmes of activities, competitions and events.
- Oppose all forms of harassment, bullying or abuse towards an individual or group whether it is physical, verbal or online that is based on any of the characteristics listed above or for any other reason. Any incidents of this or a similar nature will be treated seriously and subjected to the appropriate disciplinary process.
- Ensure there is an immediate investigation of any complaints of discrimination on the above grounds, once they are brought to the attention of the Lensbury. Complaints will be dealt with in accordance with Membership Rules and, where such a complaint is upheld, a decision may impose such sanctions as it considers appropriate and proportionate to the discriminatory behaviour as per Membership Rule 8 – Termination of Membership.
- Promote a culture that encourages the learning and development of all Lensbury staff in order to achieve greater diversity and inclusion within the Lensbury.



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- Be committed to and deliver a policy of fair and equitable treatment for all Members and staff and require all Members, staff and volunteers to abide by and adhere to these policies and the requirements of the Equality Act 2010 as well as any amendments to this Act or any new equality legislation.
- Be committed and take action to create an inclusive environment that is welcoming and seeks to improve representation across all groups and participation at all levels.



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