

Open Age Member Equal Opportunities Policy

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Introduction

Equality, diversity and inclusion are central to everything we do at Open Age. We aim to celebrate the diversity of older people, and to support everyone to overcome any barriers to their full inclusion and participation in society.

Open Age understands that positively valuing diversity and inclusion can make an organisation better, helping us learn, innovate and deliver benefits for the people we're here to help. We strive to value and harness diversity in everything we do, including making our activities inclusive and accessible to everyone.

Open Age will not tolerate any discrimination, victimisation or harassment on the grounds of sex, marital status, civil partnership status, trans-gender status, sexual orientation, race, colour, nationality, ethnic origin, national origin, culture, religion or belief, age, or disability.

We will also respect and value the diversity of our staff and volunteers, as outlined in Open Age's Equality, Diversity and Inclusion Policy.

Responsibilities

Our Trustees, CEO and Senior Leadership Team are responsible for leading and modelling our commitment to:

- promoting equality
- valuing diversity to create an inclusive culture
- driving change, improvement and monitoring progress
- facilitating the sharing of best practice across our organisation
- ensuring Open Age meets our obligations under the Equality Act 2010 and all other relevant legislation.

We believe an inclusive society where everyone, including all older people, are treated with dignity and respect will not only benefit older people but will also help to develop greater social cohesion, tolerance, stability and prosperity in wider society.

Commitments

We are committed to tackling the inequalities and exclusion experienced by many older people and promoting equality and inclusion of older people from diverse backgrounds and people with disabilities in all areas of our work.

We will aim to:

- Ensure that, where possible, members can participate in our activities and opportunities.
- Offer our activities in accessible buildings with appropriate facilities
- Discuss extra help needed with activities, e.g. an accompanying carer/family member or friend
- Discuss additional communication needs

During enrolment and signing up to activities, you are invited to tell us if you have any additional needs or impairments. You are also offered the opportunity to discuss your needs in confidence.