

Oasis

(www.oasisnorfolk.com)



Equal Opportunities Policy

Equal Opportunities Policy for Oasis Norfolk

Introduction

This policy is to make sure that Oasis Norfolk has all the process in place to ensure that equal opportunities are afforded to members, regardless of their race, ethnicity, gender, age, sexual orientation, disability, religion, or any other characteristic.

Oasis Norfolk is a self-support group for Adult Transgender People and those who cross-dress. Typically our membership is an 'older' demographic, people who have found the freedom to express their trueselves later in life. Currently our youngest members are in their 30's, and when we are approached by younger people, we direct them at other Norfolk based organisations. Those under 26 years are directed toward the MAP/Evolve group, who offer specialised support for young people below this age. For those older than 26 years, we offer The Norfolk LGBT+ Project as an alternative, who are able to support people on a one-to-one basis and a counseling service.

Scope

This policy applies to all volunteers and members of the Oasis Norfolk Transgender Support Group.

Commitment to Equality

Oasis Norfolk are committed to treating all our members with respect and dignity, regardless of their characteristics or background.

- Eliminating discrimination, harassment, and victimization.
- Promoting equality of opportunity and diversity throughout our organization.
- Complying with all relevant anti-discrimination laws and regulations.
- Responsibilities

It is the responsibility of all members to act in accordance with this policy and promote equality during Oasis meetings.

Report any incidents of discrimination or harassment promptly.

Support and assist Oasis Members understanding and implementing this policy.

Recruitment of New Member

We will ensure that:

- All communications with all potential new members are respectful, fair and without judgment.

- We meet all potential new members in a safe public space where we can explain the how Oasis Meetings function and what is expected of all Members.
- Reasonable adjustments are made to accommodate applicants with disabilities.

Equality Act 2010

Oasis recognises the protected characteristics defined by the Equality Act of 2010, and commits to protect against any discrimination based on the following attributes: Age, Disability, Gender Identity, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex or gender and Sexual orientation.

Complaints and Reporting

Any individual who believes they have been subjected to discrimination, harassment, or victimization, or who has concerns about equality, is encouraged to report their concerns to any Member of The Steering Group, as outlined in the Oasis Norfolk Constitution .

Review and Monitoring

We will regularly review and monitor our Equal Opportunities Policy to ensure its effectiveness and make improvements where necessary.

Conclusion

Oasis Norfolk Transgender Support Group is dedicated to providing a safe and supportive environment for all members, including vulnerable adults. This safeguarding policy outlines our commitment to preventing and addressing abuse, neglect, and harm, ensuring the well-being and dignity of every individual who seeks our services.

Date of Policy Approval: 14th November 2023

Next Review Date: 1st October 2024

Important Contacts:

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