



## **Hertbeats (St Albans & District Cardiac Support Group) Equality, Diversity and Inclusion Policy**

### **Aims**

Hertbeats (St Albans & District Cardiac Support Group) is committed to treating all people equally and ensure compliance with the Equality Act 2010 and prevent unlawful discrimination based on protected characteristics; irrespective of age, disability, gender, sexual orientation, transitioning gender, marriage or civil partnership, pregnancy or having a child/children, race, religion/belief or lack of, sex, or sexual orientation. Whilst Hertbeats was initially founded to provide exercise opportunities, practical advice, information and help to cardiac patients and their families in the St. Albans and surrounding areas, from January 2025 Hertbeats has opened up membership to any Hertfordshire resident who wishes to join our Group and take part in our activities.

The Hertbeats policy ensures equal access to services and employment and aims to provide equality, fairness, and respect for all employees such as exercise instructors, members and volunteers. Hertbeats will oppose and prevent all forms of unlawful discrimination.

Hertbeats is committed to preventing harassment, ensuring everyone is treated equally and that complaints are dealt with fairly and in a timely manner.

### **Accessibility**

1. All our meetings and events are held in venues that are accessible to wheelchair users.
2. When we organise outings for our members, we provide free places for carers of members who can only attend if they bring a carer.
3. We are committed to ensuring any member of Hertbeats is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.
4. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

### **Code of Conduct**

1. People will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, gender reassignment, disability and/or age.
2. We are committed to encouraging Equality, Diversity, and Inclusion – Promoting these values as essential to good practice and the success of Hertbeats.
3. 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.
4. We will provide a Safe and Inclusive Environment. Our activities will be free of bullying, harassment, victimisation, and unlawful discrimination, ensuring that individual differences are respected and valued. Training will be provided to all employees and volunteers on their rights and responsibilities under this policy.
5. 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. In serious cases of breach of this policy members may be asked to resign from Hertbeats.

6. We will ensure our policies remain fair, up to date, and compliant with legal requirements.

#### **Implementation and Accountability**

1. The Hertbeats Committee will take complaints of discrimination and harassment very seriously.
2. They will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
3. If the complaint is against a particular individual, the committee will hear their point of view.
4. 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.
5. 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.

*K J Eaton*

Signed:

Date: 16<sup>th</sup> April 2025

Keith Eaton

Secretary, Hertbeats (St Albans & District Cardiac Support Group)