

TROON Men's Shed (SCO53474)

Diversity and Equality Policy

Introduction

Troon Men's Shed (TMS) is a community-based, non-profit, non-commercial organisation accessible to all men, providing a safe, friendly and healthy environment.

Troon Men's Shed aims to:

- provide a supportive single sex environment for men to socialise together, with the opportunity to voluntarily work on purposeful projects learning and sharing skills
- promote the mental, physical, emotional and economic wellbeing of people in our community.

Legislative Framework

The main piece of legislation which covers equal opportunities and discrimination is the Equality Act 2010. The Equality Act 2010 sets out nine protected characteristics under which protection and redress are afforded. These are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Glossary of Terms

Direct Discrimination

Treating any individual less favourably than others on the grounds of a protected characteristic.

Indirect Discrimination

Imposing on an individual, requirements, that are in effect more onerous than they are on others. This would include applying a condition which makes it more difficult for members of a group to comply than others not of that group.

Discrimination by association

Where a person is discriminated because they are associated with another person who possesses a protected characteristic.

Discrimination by perception

Where a person is discriminated against because they are perceived as belonging to a group, irrespective of whether this is correct.

Harassment

Where a person is subjected to unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating their dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Victimisation

Where a person is treated unfairly because they have made a complaint about discrimination or have given evidence in a discrimination case.

Unconscious bias

Where social stereotypes about certain groups of people unconsciously affect decisions, behaviours and thoughts. It is important that all members try to recognise these biases and actively challenge them.

Aims of the Equality and Diversity Policy

- TMS recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on the grounds of protected characteristics.
- TMS also recognises that where direct or indirect discrimination, harassment and victimisation, including by association or perception, occurs within the Men's Shed, it is both morally and legally unacceptable.
- TMS aims is to provide an environment free from bullying and harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

To achieve this, the Troon Men's Shed will:

- Act in the best interests of the TMS and not pursue personal agendas – think collectively through a democratic process, not individually.
- Treat people with dignity and respect regardless of their protected characteristic.
- Provide a safe physical environment.
- Provide a safe and supportive social environment.
- Be able to guide members to other services or agencies when appropriate or requested.
- Respect the rights of members.
- Respect the confidentiality and privacy of members.

The environment and code of conduct in the Troon Men's Shed

- TMS will not tolerate abuse, bullying, violence, anti-social behaviour or infringements of the rights of others. Persons indulging in this type of behaviour will be asked to leave the Troon Men's Shed
- Members are expected to conduct themselves in a courteous manner towards Supervisors, Committee/Board members, key stakeholders and other users of TMS . This includes being considerate of other people's need for space, tools, materials and equipment.
- In the event of conflict, TMS has in place formal policies and procedures that outline the courses of action to follow (see TMS's Constitution)
- TMS will act to ensure that their facilities, activities and events are open, accessible and welcoming to everybody entitled to become a member. In addition, once approved by the Board, any community group can use TMS's facilities as long as they maintain the same open level of welcome and access.
- TMS will ensure all those who engage with them are treated fairly and are not subjected to unfair or unlawful discrimination.
- TMS should seek any relevant training opportunities (if available) to help our Board and members better understand how discrimination occurs and how to prevent it.
- This policy will be made available to all TMS members. The Board will endeavour to explain its contents and principles to ensure that all members undertake to comply with and implement this policy.
- TMS will identify their Equalities and Diversity Co-ordinator, who could be a designated person, shed supervisor or trustee.
- Members who have experienced discrimination should make complaints to the Equalities and Diversity Co-ordinator. If the Equalities and Diversity Co-ordinator is unable to resolve the complaint, then refer it to the TMS Board.

Dealing with Complaints

- The TMS Board will take complaints of discrimination and harassment very seriously.
- The TMS Board 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 an individual, the TMS Board will also hear their point of view.
- The TMS Board will then decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination, harassment or victimisation.
- Any decision to terminate someone's membership will be made in line with the rules set out in the Constitution.

Name and Contact Details of Designated Equality and Diversity Co-ordinator:

Name: IAN TOSH (CHAIR TMS)
Telephone: 07936 675 977
Email: chair.troonmensshed@gmail.com

Document Review

This policy will be reviewed every two years or if Scottish legislation changes by the Shed committee or the Shed Board of trustees.

Name and position:
Date:

Signature:
Witness:

Document version control

Version number	Change or update	Author or owner	Date
1.0	First version	Ian Tosh (Chair)	25/02/2025