

The Midmar 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; and
- promote the mental, physical, emotional and economic wellbeing of people in our community.

Aims of the Equality and Diversity Policy

- The Men's Shed 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.
- The Men's Shed 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.
- The Men's Shed aim is to provide an environment free from bullying and harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

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

- The Men's Shed 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 Men's Shed.
- Members are expected to conduct themselves in a courteous manner towards other users of the Men's Shed. This includes being considerate of other people's need for space, tools, materials and equipment.
- The Men's Shed will act to ensure that their facilities, activities and events are open, accessible and welcoming to everybody entitled to become a member.

Dealing with Complaints

- The Shed Trustees will take complaints of discrimination and harassment very seriously.
- The Shed Trustees will investigate complaints thoroughly and provide opportunities for the person making the complaint to speak in a safe environment about their experience.

Further Reading

Additional information regarding Equality, Diversity and Inclusion may be found in the Document section of the Midmar Men's Shed website.

Review

This policy will be reviewed every two years, unless Scottish legislation changes, by the Shed Trustees and Committee

Approval

Approved by: Gordon Gauld (Chairman), 08-Dec-2024

Document version control

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1.0	First version	C. Beetham	08-Dec-24	