

Oxen Park Cinema Club

Policy on Equality, Diversity and Inclusion

Oxen Park Cinema Club (OPCC) is a charity based film club which is managed by a team of volunteers. Membership is open to anyone 15 or over and is paid by annual subscription.

Scope of our policy

OPCC is committed to equality, diversity and inclusion. This includes protecting individuals under the Equality Act 2010 and ensuring that all members, visitors and volunteers are treated fairly and have equal access to our facilities regardless of their background, characteristics or circumstances. We acknowledge that treating members equally does not necessarily equate to treating everyone the same, but rather ensuring that all individual needs are met and accommodated.

Members, visitors and volunteers must not be treated less favourably, denied access to facilities and opportunities or meet with direct or indirect discrimination on the grounds of the protected characteristics set out in the Equality Act 2010.

These are :

- Age
- Disability (including mental health and hidden disabilities)
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion and belief (including those with no religious belief)
- Sex
- Sexual orientation

Making reasonable adjustments for people with disabilities

OPCC has made reasonable adjustments to our premises offering a disabled lavatory, hearing loop, ramp and appropriately wide doors for wheelchair access. We also ensure that wheelchair users or members with a visual impairment have a dedicated seating space and provision is made for carers accompanying them.

If a film is to be shown in an alternative venue then the committee will strive to ensure that there is ease of access and a disabled lavatory. Members and visitors are encouraged to inform committee members of their needs – regardless of their nature - prior to booking a film so that reasonable adjustments can be made.

Inclusive language

OPCC is committed to using inclusive language that reflects the ideals of the club. We ensure that everyone feels safe and valued by respecting differences, taking care to include everyone and challenging abusive or discriminatory language when heard.

Examples of inclusive language include :

- `Wheelchair user` rather than `wheelchair bound`
- `Person with a disability` rather than `disabled person`
- Using the pronoun to designate the gender the individual has chosen regardless of their stage of transition or choice of identity

Written language

We strive for simplicity and clarity in our written word (poster and programmes) and aim to reduce clashing colours and mixed fonts which reduce access and understanding for dyslexic users.

Film selection and unconscious bias

Unconscious bias is where social stereotypes about certain groups of people affect decisions, behaviours and thoughts.

Throughout our film selection for the programme – which is a lengthy and careful process - the committee ensures that a range of genre is selected to meet all current tastes and to match our evolving society. All films are scrutinised prior to screening, however, some of our films – by their nature – may contain strong language and themes which contribute to their quality and challenge to viewers.

A feedback box is provided for users to leave anonymous comments, concerns or complaints (positive or negative). These will be dealt with by committee members at one of their meetings.

Signature of Chairperson[D Hamer](#).....

Date[02/01/2023](#).....

Date of review