

## **Inclusivity, Diversity and Tolerance - The simple facts:**

If people cannot agree and follow the simplest rules that are there to protect everyone in terms of basic Health & Safety, Health & Hygiene & Safeguarding, with respect for others reasonable sensitivities (without prejudice) they are not welcome in Calne Central.

We only ask that everyone respects the needs and wishes of others, without excluding any groups or showing prejudice towards any others based on race, culture, religion, gender identity, age, ability or disability of any kind.

We follow any rules that are not prejudiced or biased in any respect; in relation to all these areas of 'inclusion', including being normal, average, old, young, male, female and any other potentially prejudicial perspective (including Mental Health, Learning Disability, etc.)

We will include 'everyone' except those who refuse to accept 'everyone', including those who refuse to respect the entitlements of 'everyone' in any & all other respects. Disability, Mental Ill health, Learning Disabilities & Autistic Conditions cannot be used as an excuse for Intolerance, Abuse, Unreasonable or Provocative behaviour.

That is a hard call and may be difficult to follow, but if you have a problem with it, I am happy to explain in more detail.

**How we deal with 'Inclusion' while excluding those who are not 'inclusive'** (*Those who show Intolerance or are Prejudiced towards those have legitimate entitlement to be who & what they are by way of 'Human Rights'*):

We tolerate all perspective on life, as long as they not used to impinge on all other reasonable perspectives on life, including being 'normal' or 'average' (as long as they show the same respect of others outside those defined 'normal' ranges).

That includes intolerance of attempts at undermining the entitlements of another age groups, race, culture, national status, nationality, gender, gender orientation, religious belief, or ability/disability.

Some of our most valued contributors to our services and community, are disabled in some way; some are very old, some are very young; Some are assumed to be intellectually very intelligent, and some are thought of as naive or inexperienced.

What we have found is that the most valuable contributors are those who offer their support to all others without prejudice, sometimes naively and to their own detriment. We appreciate this but will not tolerate the abuse of those who make any constructive contribution.

Do not judge others by your own social standards but rather by the standards of humanity that result in any benefit to the welfare of significant others within our community.

Only those who are too quick to judge others, by virtue of conjecture, rumour, inherent prejudice, bias or by seeking personal gain or power at the expense of others, need be concerned about this 'Policy'.

There is no place for ignorance, selfishness, bigotry, racism, or any other form of self-aggrandisement at the expense of others, whatever definition you chose to justify your position (be it a qualification, experience, intelligence, status, age, race, culture or religious or political indoctrination of any kind).