

Calne Central – Diversity & Inclusivity

(With Safeguarding Implications)

Diversity & Inclusivity - Human Rights & Responsibilities – Physical, Mental & Emotional Wellbeing. It is a lot to take in, but it basically requires us not do anything to anyone we would not wish done to ourselves.

Diversity & Inclusivity are fundamental principles of the Collaborating Groups & Volunteers of Calne Central Youth & Community Centre. These principles arise out of our fundamental Human Rights. These Human Rights come with important responsibilities also.

The main responsibility is that in seeking to establish and maintain what we believe are our fundamental Human Rights, we ensure that our decisions and resulting behaviours do not impinge upon the Rights, reasonable entitlements, or sensitivities of others.

Many of these Rights are essentially private. When we express our views & opinions, or behave publicly, then this must not impinge upon the reasonable sensitivities, entitlements, and Rights of others (Culture, Gender, Race Ability/Disability and Religious Beliefs, etc.).

Diversity and Inclusivity is simply an emphasis on those Rights; for people to be included and accepted on the same basis of everyone else. This should be irrespective of Race, Culture, Beliefs, Gender, or Gender Orientation of others. This operates in all directions.

So, Inclusivity is the fundamental principle of providing reasonable access to all those Visitors, Staff and Volunteers who accepts this principle for others. Diversity relates to being aware, tolerant and accommodating to the Diversities that have been described above.

Safeguarding Implications:

All activities within the Community Centre are essentially public in character, except in locations where confidential discussions are going on. In those areas, however, such meetings must be open to access and Volunteers/Staff notified (to protect all parties).

We have cameras in the public areas for general security and to provide evidence of violent, provocative, disrespectful, abusive, or intimidating/harassing behaviour. In any conflict we seek (through this means) to identify a history of unacceptable behaviour and any reactions.

Any violent, provocative, disrespectful, abusive, harassing, dishonest, misleading, sexist, or otherwise intimidating behaviour is unacceptable in Calne Central. We seek to ensure Volunteers, Staff and Visitors Safety & Security 'at all times'.

Peoples 'reactions' to unacceptable behaviour must remain proportionate of course, but some assertive reactions are perfectly legitimate (to be expected). People are entitled to adequately defend/stand up for themselves and are encouraged to do so, with our support.

Anger & verbal aggression in reaction to any individual (or group) that are being provocative, disrespectful, abusive, or intimidating (Harassing) is perfectly understandable. These are healthier reactions than allowing yourself to become a subdued and disempowered Victim.

In the first instance you are advised to remove yourself and others from the immediate situation if you can. Volunteers will then do what they can for your protection, report the incident(s) to Volunteers & Trustees, or call the police and other services as appropriate.

See Safeguarding Policy & Guidelines Documents for more details.

Terry Couchman - March 11, 2022. For Calne in Tune and Calne Central Operations