

BMT Film & Media CIC

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West Yorkshire
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www.bmtfilm.com

VAT Registration No: 344 6164 03

Company Registration No: 12505196

Equality and Diversity Policy

BMT an inclusive community business and positively and proactively challenges all forms of oppression including those based on race, ethnicity, nationality, creed, gender, sex, class, sexuality, gender reassignment, learning ability, physical impairment, mental illness, HIV status, age, occupation, income, wealth and unrelated criminal conviction. We achieve this through a strong representation recorded in our articles of association exemplified through our community purpose. BMT comprises a majority of BME and Disability members both within the director(s) as well as our management committee. We aim to design our activities, services and decision making processes specifically to encourage and support participation from people who may face exclusion disadvantage in society, including women, BME people, disabled people, LGBTQ people, single parents and people on low incomes.

Aims

BMT is accessible to all residents of Leeds as well as work which represents the Yorkshire region in general. We aim to help the city to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every client, supplier and audience equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

Accessibility

All our meetings and events are held in venues that are accessible to wheelchair users. When there are more than 40 people at an event we aim to use a PA system and a hearing loop. When we organise outings for our members we provide free places for carers of members who can only attend if they bring a carer.

We are committed to ensuring any resident of Leeds is able to attend our activities, so we will reassess our access requirements to meet the needs of new residents

Diversity

Our Community Company belongs to all quorum / committee members and is open to all residents of Leeds. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

For example, we hold events specifically targeted at Afro-Caribbean members as most of our community consultants are from this heritage. The C.I.C is open to new ideas, and particularly prioritises opportunities for different residents to share their cultural heritage with one another.

Inclusion and respect

Every resident should be made to feel equally welcome and included at all BMT meetings and events. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Association.

Dealing with discrimination and harassment

If any stakeholder or resident feels they have been discriminated against by a representative of the C.I.C or harassed at an event they should raise this with the committee. The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation). If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend or union official. The person making the complaint will also have this opportunity.

If the complaint is against the C.I.C as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Association's constitution. The Association will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this. Any breaches of criminal law under the Equality Act 2010 or Protection from Harassment Act 1997 will be dealt with by forwarding to our legal advisors at Thompson's Solicitors. We have and will pursue breaches of these acts purposefully.

This policy was adopted at a meeting of BMT Film & Media C.I.C on 17th March 2020, and will be reviewed at least every 2 years.

Name of each subscriber

Authentication by each

Garry Clarkson (Director)



Daniela Alexandra Mendes Penelas De Moura (Director)



Policy statement

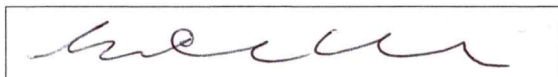
Part 1: Statement of intent

This is the health and safety policy statement of:

BMT Film & Media C.I.C

Our health and safety policy is to:

prevent accidents and cases of work-related ill health
manage health and safety risks in our workplace
provide clear instructions and information, and adequate training, to ensure freelance suppliers, community consultants and suppliers are competent to do their work
provide personal protective equipment if necessary
consult with our suppliers on matters affecting their health and safety
provide and maintain safe computer, camera and electrical equipment
maintain safe and healthy working conditions
implement emergency procedures, including evacuation in case of fire or other significant incident
review and revise this policy regularly

A handwritten signature in black ink, appearing to read 'Garry Clarkson', enclosed in a rectangular box.

Signed

27 March 2020

Date

Garry Clarkson

Print name

27 March 2021

Review date

Part 2: Responsibilities for health and safety

1 Overall and final responsibility for health and safety:

2 Day-to-day responsibility for ensuring this policy is put into practice:

3 To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:

4 All employees should:

- co-operate with supervisors and managers on health and safety matters;
- take reasonable care of their own health and safety; and
- report all health and safety concerns to an appropriate person (as detailed above).

Part 3: Arrangements for health and safety

Risk assessment

Training

Consultation

Evacuation