

**Newlands
Community
Group**

**Equality and Diversity
Policy**

Aims

Newlands Community Group is open to all residents of Newlands Parish Council boundaries. We aim to help the estate to have an atmosphere of friendship, respect, and care for each other. In particular, we aim to treat every resident 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.

When we organise outings for our residents, we provide free places for carers of members who can only attend if they bring a carer.

We are committed to ensuring all residents is able to attend our activities where financially viable, so we will reassess our access requirements to meet the needs of new residents as appropriate.

Diversity

Our group belongs to all residents. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The group is open to new ideas, and particularly opportunities for residents to share their cultural heritage with one another.

Inclusion and respect

Every resident of Newlands should be made to feel equally welcome and included at all Newlands Community Groups 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 group.

Dealing with discrimination and harassment

If any resident feels they have been discriminated against by the group or harassed at a group 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. The person making the complaint will also have this opportunity.

If the complaint is against the Group 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 Group's Terms of Reference. The group 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.

All complaints and the results of any investigation will be retained for a minimum of 10 years.

This policy will be reviewed annually and must be signed by a minimum of three committee members.

Signed:
Printed Name

Date:

Signed:
Printed Name

Date:

Signed:
Printed Name

Date: