



www.allesleygreenresidentsassociation.co.uk

info@allesleygreenresidentsassociation.co.uk

Chair – Ann Smith
Secretary – Liliias Maddock

Allesley Green Residents' Association Equality and Diversity Policy

Aims

Allesley Green Residents' Association is open to all residents who live in the neighbourhood known as Allesley Green which comprises the following roads:

Parkhill Lane	Greenland Avenue
Grizebeck Drive	Greenland Court
Harpenden Drive	Juniper Drive
Peregrine Drive	Park Hill Drive
Polperro Drive	Woodridge Avenue
Barnstaple Close	Birch Close
Appledore Drive	Larkfield Way
Cherrywood Grove	Oakford Drive
New Ash Drive	High Beech
Beaumaris Close	Ridge Court

The Association is committed to encouraging equality and diversity amongst its members and potential members and values diversity within the neighbourhood. The Association will be proactive in eliminating unlawful discrimination.

The aim is for our Association to be truly representative of all sections of society and for each resident to feel respected and able to freely express their views.

We aim to help the area to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat every resident equally, fairly and respectfully regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

The policy's purpose is to:

- Provide equality, fairness and respect for all of our members, potential members and those attending any of our events.

The Association commits to:

- Encouraging equality and diversity as a matter of good practice.

Accessibility

We will facilitate wherever possible to provide support with accessibility issues within our community.

We will ensure that our meetings and events are held in venues that are accessible to wheelchair users. We will also support those who have permanent or temporary mobility or sensory issues by providing transport to meetings and events. We will also be committed to ensuring that any residents of Allesley Green are able to attend our activities, so we will therefore continually reassess our access requirements to ensure that the needs of attendees are met.

We will ensure that our meetings and events will accommodate those with visual and hearing impairment.

We will also ensure that we will take a proactive role in representing community accessibility issues on behalf of residents to ensure that public areas within Allesley Green are accessible and where possible improved.

Diversity

Membership of our Association is open to all residents who live in Allesley Green. We aim to organise a range of events and activities to suit the interests and meet the needs of the diversity of the neighbourhood.

The Association will be open to new ideas, and particularly prioritise opportunities for residents to share their cultural heritage with one another.

Inclusion and respect

Every resident of Allesley Green should be made to feel equally welcome and included at all of the Association's meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour will not be acceptable. These constitute harassment, and have no place in the Association.

Dealing with discrimination and harassment

If any resident feels they have been discriminated against by the Association or harassed at an Association event they should raise this with the committee.

The committee can be contacted at: info@allesleygreenresidentsassociation.co.uk

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. The person making the complaint will also have this opportunity.

If the complaint is against the Association 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.

We will strive to ensure that no-one receives less favourable treatment or is disadvantaged by any conditions, requirements, provisions criteria, procedures or practices that cannot be justified, or victimised for taking action against discrimination or harassment.

This policy will be reviewed every 2 years.

Signed (Chair)

Signed (Secretary)

20 January 2020