

# Shoeburyness Residents Association



## Equality and Diversity Policy

### 1. Aims:

Shoeburyness Residents Association is open to all residents who live or work in West Shoebury or Shoeburyness wards. We aim to promote an atmosphere of friendship, respect and care for each other and to treat every resident equally regardless of race, age, ethnic origin, disability, sexual orientation or identity, marital or partnership status, religion or belief, illness, or socio-economic background. N.B: This list is not exhaustive.

In order to meet the rules of our constitution the Association should be non-party in politics and non-sectarian in religion and will not use the Association for such purposes.

### 2. 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.

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

### 3. Diversity:

Our Association belongs to all members. We aim to support all members to the best of our ability.

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

### 4. Inclusion and respect:

Every new member will be made to feel equally welcome and included at all Association meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behavior are not acceptable. These constitute harassment and have no place in our Association.

## **5. Dealing with discrimination and harassment:**

If any member feels they have been discriminated against by the Association or harassed at an Association 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 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 organization due to discriminatory or harassing behavior 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.

## **6. Review:**

This policy was first adopted on 8th January 2020 and will be reviewed at least every 2 years. \* NB First review delayed due to Covid

Reviewed 17<sup>th</sup> January 2023

Signature (Chair) P Lovett

Signature (Secretary) J Puddick

**Next review due January 2025**