

Spring Grove Residents' Association Equality and Diversity Policy

Aims

Spring Grove Residents' Association (SGRA) is open to all residents within our catchment area. 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, 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.

Diversity

Our Association belongs to all members. 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 Association is open to new ideas, and particularly prioritises opportunities for residents to share their cultural heritage with one another.

Inclusion and respect

Every member is made to feel equally welcome and included in all SGRA 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 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 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.

This policy was adopted at a meeting of Spring Grove Residents' Association on 19th April 2022, and will be reviewed at least every 5 years.