

Manor Park and Hempstead Fields Residents' Association



Equality and Diversity Policy

Scope

Manor Park and Hempstead Fields Residents' Association is open to all the residents of the Manor Park and Hempstead Fields developments, plus Grants Hill Court, Manor House Court, Shaftesbury Court and Linden Court.

Aims

We aim to help our membership and the wider community to live in an atmosphere of friendship, respect and caring for each other.

We will treat every member and those we support, 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 meetings and our events will be 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 we will ensure there are places for the carers of members who can only attend if they need to be accompanied by a carer.

We are committed to ensuring that any member or guest can attend our activities and we reassess our access requirements to meet the needs of new attendees.

Diversity

Our Association belongs and serves the whole of our membership.

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 will prioritise opportunities for residents to share their cultural heritage with one another.

Inclusion and respect

Every member and guest will be made to feel equally welcome and included at all the Association's meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These are considered to 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 must raise this as a complaint 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 Association 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.