



Diversity and Equality Policy, DGRA

Doddington Grove Residents Association (DGRA) is committed to encouraging equality, diversity and inclusion among TRA Committee members, volunteer members, participants, hall hirers as well the public and eliminating unlawful discrimination in accordance with The Equality Act 2010.

Aims

DGRA is open to all residents of the Doddington Grove Estate and its neighbouring ward: which includes tenants, leaseholders and owners and for the purpose of this policy will be referred to as 'residents'. We aim to help the community 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. If/when we organise outings for our residents, we will provide free places for carers of residents who can only attend if they bring a carer.

We are committed to ensuring any resident of Doddington Grove and its ward is able to attend our activities if they wish to and will make reasonable adjustments where necessary.

Diversity

Our Association 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. For example, we will hold parties/events to celebrate different religious feasts. The Association should 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 The Doddington Grove Estate and its ward should be made to feel equally welcome and included at all DGRA 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 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 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 has been in practice since: 24/11/21

This policy will be reviewed yearly.

Signed:

Sanda Kolar, Chair

Signed:

Cadeesha Sherwood, Secretary

Signed:

Anna-Marie Weier, Treasurer