Bedgrove Residents & Community Association
Registered Charity no. 1010279

Equality and Diversity Policy

Aims

The Bedgrove Residents & Community Association is open to all residents of the Aylesbury Town Council Ward of Bedgrove and the area between Turnfurlong Lane and Wendover Road. We aim to treat every resident equally regardless of their age, disability, race, sex or sexual orientation, or political, religious or other opinion.

Diversity

Our Association belongs to all residents. We aim to represent their interests and meet the needs of a wide variety of people.

Inclusion and respect

Every resident should be made to feel equally welcome and included at all Bedgrove Residents & Community Association 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 was adopted at a meeting of Bedgrove Residents & Community Association on

8th August 2023 and will be reviewed at least every 2 years.

Signed:……M BROAD……Position……CHAIR

Signed:……J CHEEK……Position……TREASURER

Date that next review is due: 8th August 2025