**Cleaver Square, Cleaver Street and Bowden Street Residents’ Association**

**and Neighbourhood Watch**

**Equality and Diversity Policy**

Cleaver Square, Cleaver Street and Bowden Street Residents’ Association and Neighbourhood Watch is open to all residents of this area. We aim to promote 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

**1. Accessibility**

We aim to hold all our meetings and events in areas or venues that are accessible to wheelchair users. PA systems and hearing loops will be considered for larger events if appropriate. We are committed to ensuring any resident in our area is able to attend our activities, so we will reassess our access requirements to meet the needs of new residents.

**2. Diversity**

Our association belongs to all residents. Events and activities are intended to suit the needs of the area and the interests of a wide variety of people. The association will be open to new ideas, including opportunities for residents to share their cultural heritage with one another.

**3. Inclusion and respect**

Every resident should be made to feel equally welcome and included at all our 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.

**4. Dealing with discrimination and harassment**

If any resident feels they have been discriminated against by the association or harassed at an association event or activity 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 by unanimous agreement of the committee of the Cleaver Square, Cleaver Street and Bowden Street Residents’ Association and Neighbourhood Watch on 3 July 2024 (with endorsement at the association’s AGM in November 2024 to follow), and will be reviewed at least every 3 years.*

*Signed: Penny Ritchie Calder*

*Chair, Cleaver Square, Cleaver Street and Bowden Street Residents’ Association and Neighbourhood Watch*

*Date: 3 July 2024*