

# PL24 Community Association Equality and Diversity Policy

PL24 Community Association (PL24CA) values human diversity and believes that diversity brings a range of skills, knowledge, perspectives and ideas that will enrich the association and enable us to achieve our aims.

## Aims of PL24CA

- a) To promote community cohesion in the PL24 area by operating as an 'umbrella group', offering a forum for discussion and a focal point for the community through the PL24 Community Association Magazine, Website and Facebook group.
- b) To foster inclusivity.
- c) To contribute to efforts to help improve the quality of life of those living within the PL24 area.

We believe that equality should be about the creation of a fairer society where everyone can participate and achieve their potential. Sometimes, this will involve thinking differently about what we do and how we do it. For example, language changes all the time. Words and phrases used in the past may not be acceptable today. If you feel that something we say or do is not appropriate, please tell us and we will do the same in an atmosphere of mutual care and respect.

## Being a member of or volunteer with PL24CA

Anyone can be a member of or volunteer with PL24CA provided that they are interested in helping PL24CA to achieve its aims, whether they live in the PL24 area or elsewhere. They must also:

- be aged 18 or over and
- agree to follow PL24CA's constitution, policies and protocols.

Membership and/or volunteering opportunities are available to anyone without regard to gender, race, nationality, disability, sexual preference or orientation, religion or belief.

Members and volunteers will be made aware of this policy when they apply for membership.

## Accessibility

We recognise that many outdoor areas of PL24 are not accessible to wheelchair users, those who use mobility aids or those who are accompanied by small children. Wherever possible, we will hold events and activities in locations and venues which are accessible to all; and we will do our best to meet individual needs. Help and advice as to how we might achieve equal access for all will be welcomed.

## Inappropriate Language and Behaviour

PL24CA asks all members and volunteers to be mindful of their use of language and the feelings of others. Please consider whether jokes, for example, may be

considered offensive by some. Our intention is to be a welcoming and inclusive organisation where everyone is valued and respected. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. If you feel that someone within PL24CA is behaving inappropriately, please bring it to the attention of the Chair or Secretary or any other committee member.

The Chair and/or Secretary will listen to your concerns and we will raise the issue with the individual concerned, as appropriate. Sometimes people are not aware that they are using discriminatory behaviour and/or language, and it is enough to draw the individual's attention to the matter. However, if the situation is not resolved in this manner, then three members of the committee will investigate further and listen to the views of those involved.

The aim will be to resolve the situation in a calm and respectful manner. Those involved will be given the opportunity to speak with the three committee members either on their own, or if they prefer, they can be accompanied by a friend.

The three members of the committee will decide what action to take, if any, by paying due regard to the values expressed in this policy and in the constitution of PL24CA. Where an individual's behaviour and/or language continue to be inappropriate, their membership will be revoked and/or they will no longer be invited to volunteer for PL24CA.