

Great Missenden and Prestwood Revitalisation Group Equality and Diversity Policy

Aims

Great Missenden and Prestwood Revitalisation Group (GMPRG) is open to all residents and organisations within the Great Missenden Parish, including Great Missenden, Prestwood, Ballinger, South Heath and Heath End.

GMPRG works to enhance the viability and vitality of village centres within the Great Missenden Parish, to promote environmental improvements for residents and visitors, to demand effective statutory services and encourage community-led provision of services, and to promote health & wellbeing projects

In all our work, 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

We are committed to ensuring any resident within the GMPRG area is able to attend our activities. Physical public meetings and events are 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.

Online meetings will be held through free and readily accessible software platforms, such as Zoom and Microsoft Teams.

We are open to suggestions from members of the public, and always happy to make reasonable practicable adjustments.

Diversity

Our Group and its activities are open to all residents. We are always open to new volunteers and ideas, and anxious to communicate with residents interested in keeping in touch. We also welcome suggestions regarding how to be more inclusive. In all these respects, there is no discrimination on grounds already listed under 'Aims'.

Inclusion and respect

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Group or its activities.

Dealing with discrimination and harassment

If any resident or volunteer feels they have been discriminated against by the Group or harassed at a Group event they should raise this with the committee.

All members of GMPRG also have a responsibility to hold each other to account in the event of witnessing discriminatory behaviour.

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 Group 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.

The Group 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.

The Committee's decision on action taken will be considered final.

Review

This policy will be reviewed every year

Date: 23rd August 2023

Signed and approved by:

Christopher Black Signature (Chair)

Barbara Rowett Signature (Secretary)