



Equality and Diversity Policy

Aims

Sutton New Town Community Festival is open to all residents of Sutton New Town and surrounding areas.

Our events are inclusive of all people irrespective of their youth, age, infirmity or disablement, social and economic circumstances, ethnic origin, religion, belief, creed, sexual orientation, or gender.

Accessibility

All our 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.

When we organise outings for our members, we provide free places for carers of members who can only attend if they bring a carer.

We are committed to ensuring any resident of Sutton New Town is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.

Diversity

Sutton New Town Community Festival belongs to all members. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

SNTCF 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 Sutton New Town should be made to feel equally welcome and included at all Sutton New Town Community Festival 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 SNTCF.



Dealing with discrimination and harassment

If any member feels they have been discriminated against by the trustees of SNTCF or harassed at an event they should raise this with the trustees.

The trustees will investigate the complaint, listening to all members involved. (If the complaint is against a trustee, that person will not be part of conducting the investigation).

If the complaint is against an 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 SNTCF, the Trustees 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 SNTCF's constitution. SNTCF 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 Sutton New Town Community Festival on 14th July 2020, and will be reviewed at least every 2 years.

Signed :

A handwritten signature in black ink, appearing to be "Louise Phelan", followed by a period.

Louise Phelan
(Chair)