

Meon Vale Residents' Association – Equality and Diversity Policy

Aims

Meon Vale Residents' Association is open to all residents of Meon Vale. We aim to positively promote equal opportunities within the community and within its membership; work for the elimination of discrimination against persons on the basis of race, gender, age, disability, sexuality, marital status, religion or belief.

We aim:

- To consult with and represent all residents on matters of common interest.
- To promote membership to all people eligible to join.
- To promote equal opportunities within the community.
- To preserve and improve, where required, the amenities enjoyed by residents and to improve the housing, environment and other services in the area.
- Be non-party political.
- Promote social, welfare, recreational and training activities for the benefit of members of the Association.
- Build and encourage a partnership and improve communication between residents, the Meon Vale Management Company, relevant service agents or management organisations, developers, landowners, local authorities and parish councils.
- To provide regular information to all members.

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.

We are committed to ensuring any resident of Meon Vale is able to attend our activities, so we will reassess our access requirements to meet the needs of new residents.

Diversity

Our Association belongs to all residents. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The Association is open to new ideas and will welcome suggestions from residents to share their cultural heritage and interests with one another.

Inclusion and respect

Every resident of Meon Vale should be made to feel equally welcome and included at all Meon Vale Residents' Association meetings and events.

Meetings will be managed by the Chair to ensure that those who wish to speak will get a turn, but will not be allowed to speak over others, no personal criticisms will be allowed and

there will be a time limit on speakers. It is important that members respect each others views.

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 Executive Committee.

The Executive 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 Executive 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.

Review

We will undertake an annual review of this policy and update it where necessary.

Signed on behalf of Meon Vale Residents Association

Rosemary Kidd

Chair MVRA

Date:

Rosemary Kidd
21/5/26

Issue Version	Date	Changes
1	28.02.2022	1 st Policy
2	23.02.2023	Policy reviewed and unchanged
3	21.05.2026	Annual review, minor alterations to aims