

# **Prestwood Community Association (PCA)**

## **Equality and Diversity Policy**

### **Aims**

Prestwood Community Association (PCA) is open to all residents, businesses and organisations within Prestwood.

### **PCA's mission statement:**

*"PCA's goal is to make Prestwood a better place to live and work.*

*We do this through our own work, and by encouraging actions and supporting organisations which:*

- *Help to improve the quality of life for residents in and around Prestwood;*
- *Help to maintain and improve the local environment, especially with respect to the Green Belt and Areas of Outstanding Natural Beauty;*
- *Energise the community, through engagement, connection and volunteering.*

*We work inclusively and collaboratively with residents, with organisations within Prestwood, and with relevant official bodies for the social, economic and environmental benefit of all within the community of Prestwood."*

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**

PCA is committed to ensuring any resident within the PCA 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 PCA 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: 17th December 2025

Signed and approved by:

Karen Pither (Chair)

Robert Gibson (Treasurer)