

Equality Policy

Gunton Community News is a not-for-profit community magazine that launched in March 2019.

The Equality Act (2010) brings together all the legal requirements on equality that we must meet. It ensures a consistent approach in addressing the issue of discrimination. The magazine and its committee will strive to avoid all discrimination against people in the publication or through actions of the committee and its members.

Aims

Gunton Community News' aims are as outlined in our constitution. Our aim is to promote the interests of the Gunton community through increasing community awareness and encouraging participation in activities so as to reduce social exclusion. In particular, we aim to treat every reader, committee member and volunteer equally, regardless of their age, disability, gender, race, religion or belief.

Accessibility

All our meetings and events will be held in venues that are accessible to all people including disabled people and wheelchair users. We are committed to ensuring all members of Gunton Community News are able to attend our activities, so we will reassess our access requirements to meet the needs of any new members.

Further the community magazine will be uploaded onto our Facebook page, so that those with a visual impairment may be able to access it more readily through assistive technology.

Diversity

The magazine and its committee is open to all and welcomes the opportunities for members/residents to share their cultural heritage and beliefs through articles in the magazine, as long as they are not discriminatory or offensive to others.

Inclusion and respect

We aim to ensure that every resident of Gunton who receives a copy of the magazine understand that its contents are not sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory to anyone. Any such remarks or behaviour are not acceptable and will not be published in the magazine or used within the committee. These types of language and remarks constitute harassment, and have no place in the magazine or within its committee. We also reserve the right to inform the police of these.

Dealing with discrimination and harassment

If any reader feels they have been discriminated against by the magazine or member(s) of the committee or harassed by a committee member, then they should raise this with Elizabeth Denny (Chairperson) or Peter Farrington (Secretary assisted by Elizabeth Denny) unless the allegation is with regards to them. In this occurrence please contact Donna Fordham. We will investigate the complaint, listening to all members involved. 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 of being accompanied. If the complaint is against the magazine 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. Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the magazine's constitution. The magazine's committee 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 has been adopted by the committee and will be reviewed at least every 2 years. Any committee member or volunteer with an allegation will not be allowed to continue with the magazine until a resolution has been satisfactorily met. If required outside agencies such as police and independent advisors will be called upon to ensure a true and fair hearing is obtained.

Policy adopted December 2018

Policy Revised March 2022