

Equal Opportunities Policy

Providing an Equal Opportunity for All to Participate

The Shackleton Village Residents' Association (RA) recognise that some groups and individuals experience disadvantage and discrimination. The RA will work to redress discrimination based in particular on gender, sexuality, race, national origin, religion, culture, disability, age, health status, marital status and responsibility for dependants.

In particular we will:

- Work to ensure that the RA reflects the make-up of the wider community in terms of tenure, gender, ethnicity and age.
- Try to hold meetings at times, dates and in venues, which encourage the maximum attendance, as well as providing sufficient notice of meetings.
- Challenge discriminatory or abusive comments and behaviour at our meetings. This shall be carried out by the chairperson.
- Carefully consider whether decisions made by the RA at general meetings might unfairly disadvantage members of our community. We will try to find solutions, which are fair for all.
- Listen to the views of our whole community and provide opportunities for people to tell us what they want and how they would like the RA to represent them. We acknowledge that not all people come to meetings and that, at times, we must actively seek people's views in other ways.

Document signed off by the Residents Association committee 12th June 2026

Revision A

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