

Equality and Diversity Policy

Disadvantage and discrimination

The XYZ Compact group recognises that some groups and individuals experience disadvantage and discrimination. The association will work to redress discrimination based, in particular, on age, disability and health status, ethnicity, religious belief, gender (including transgender), race, sex, sexual orientation, pregnancy and /maternity, responsibility for dependants and marital /civil partnership status by ensuring that individuals or groups are treated fairly and equally according to their needs.

Recognising diversity

The Compact group recognises the differences in the local community which it serves and that, in order to build a wide involvement in the group, it should be aware and have regard to the needs of all sections of the local community and to take steps to address these.

Taking practical steps

The Compact group will:

1. Work to ensure that the group reflects the profile of the local community, including tenure.
2. Represent the interests of all local residents to the best of its ability, and carries on its day-to-day business in an efficient, fair and responsive way.
3. Provide all new members with appropriate information, and support and make them feel welcome at all times.
4. Provide information to members on the different ways they can contribute their views and how they can meet people's individual needs.
5. Hold meetings on days and at times and in accessible venues (where possible) to encourage maximum attendance.
6. Challenge discriminatory comments and abusive behaviour at its meetings.

Working better together

The Compact group will work constructively with Kensington and Chelsea Tenant Management Organisation, the Royal Borough of Kensington and Chelsea, the local Safer Neighbourhood Team and other statutory and voluntary bodies towards creating a community which is harmonious and free from discrimination.