

Equality and Diversity Policy for Comberton Twinning Association

Organisation and Mission

Comberton Twinning Association (CTA) exists to facilitate communication and visits between residents in the area around Comberton in the UK, and those around Le Vaudreuil in France. CTA is a small “Voluntary Association” rather than a company or charity, so its administration is minimal, and its Equality and Diversity requirements are therefore relatively simple.

Equality and Diversity

Membership of CTA is open to all people living in and around the village of Comberton, who wish and are willing to pursue the aims of the Association as described in its Constitution. Members are thus welcome irrespective of gender, marital status, sexual orientation, gender re-assignment, race, colour, nationality, ethnicity or national origins, religion or similar philosophical belief, spent criminal conviction, age, or disability.

The activities of the Association are governed by these same principles expressed above. CTA will ensure that the French partner twinning association is aware of this policy, approves of it, and takes appropriate action commensurate with French legal requirements.

Statutory Requirements

CTA will comply with current UK statutory requirements, such as the 2010 Equality Act, which refers to discrimination against nine protected characteristics:

1. Age – calendar age, or age range - e.g. 16 to 21-year olds
2. Disability - a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
3. Gender reassignment - The process of transitioning from one gender to another.
4. Marriage and civil partnership – whether someone is in a union with another through marriage or a civil partnership.
5. Pregnancy and maternity - including treating a woman unfavourably because she is breastfeeding.
6. Race - a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
7. Religion and belief - any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
8. Sex - male or female, a man or a woman or a group of people like men or boys, or women or girls.
9. Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

If any CTA member feels that they are suffering unlawful discrimination, which is not objectively justified, then within the Association, it should be reported to a member of the Management Committee (Chairman, Secretary, Treasurer, etc) for escalation. Outside the association, Cambridgeshire resources are at <https://www.cambridgeshire.gov.uk/council/communities-&-localism/equality-and-diversity/>.

Deployment and Monitoring

This policy will be promoted to the membership through the AGM, website, and membership email. Its processes are mandatory for everyone involved in the Association. Failure to comply with the policy and procedures will be addressed without delay and may result in exclusion from the organisation.

The policy will be reviewed a year after development and then every three years, or following changes in legislation and/or government guidance, or as a result of any other significant change or event.

[Paul Hardy, Chairman, 23-Jan-2019, revised 06-Dec-2019, reviewed 21-Sep 2021.]