

# Sopwell Residents Association Equality and Diversity Policy

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## 1. The purpose of Sopwell Residents Association’s Equality and Diversity Policy

This Equality and Diversity Policy document (also referred to as just “Policy”) aims to set out how we can put our beliefs around equality and diversity into practice as a residents association.

## 2. Our Equality and Diversity Values

We believe that people should be treated fairly, equally, openly and politely, regardless of their background, culture or lifestyle. We believe that the residents association is there to welcome everyone in our local community, to build bridges between people, and that our community is strengthened by the diversity of its residents. We have a role, alongside partners, to help overcome barriers to inclusion, whether they are physical or social, and ensure that we create a culture of equal opportunities.

## 3. The scope of Sopwell Residents Association’s Equality and Diversity Policy

Areas in which we recognise there is the potential for discrimination include (but are not necessarily limited to):

- age
- race
- skin colour
- ethnicity or country of birth
- nationality
- gender
- sexual orientation
- gender identity
- marital or civil partnership status
- disability
- religion
- pregnancy and maternity
- political affiliations
- trade union membership

The Policy has potential impacts for our:

- Committee
- Residents

#### 4. How we promote Equality and Diversity in a Community Hub

This table lays out who may be impacted by our actions (our Stakeholders) and how we can help reduce discrimination and promote Equality and Diversity.

Stakeholders	Area of influence	Actions to help promote equal opportunity
Committee and Sub-Committees	Recruitment	<ul style="list-style-type: none"> <li>• To aim to promote diversity among trustees by removing obstacles for people wishing to undertake the role e.g. by being flexible in arranging the time and location of meetings, thinking about where and how committee vacancies are publicised.</li> <li>• To actively approach residents where we are lacking diversity.</li> </ul>
Volunteers and event participants	Recruitment	<ul style="list-style-type: none"> <li>• To aim for flexibility of volunteering opportunities to maximise the number of people who can volunteer e.g. making short-term opportunities available.</li> <li>• Trustees to consider where to advertise volunteering opportunities and working, where appropriate, with partners to help access specific under-represented or target groups.</li> </ul>
Partners	Choice	<ul style="list-style-type: none"> <li>• Partners are chosen to increase access to a wide range of views and to help represent the whole of the community.</li> </ul>

#### 5. The Policy as a Living Document

It is the responsibility of the Trustees to adopt and implement this Policy.

Once adopted, the Policy should be reviewed at least every three years, and amended where necessary. The Policy should also be reviewed where significant changes are made to either the planning or running of the Community Hub.

Copies of the Policy should be available online for the public and in hard copy for users of the Community Hub.

#### Appendix 1: A brief overview of our Community in the Sopwell ward

A Community hub would be built within Sopwell Ward in St Albans. The ward contains around seven and a half thousand people living in just over three thousand homes. The number of people living in the area is expected to increase with nearly completed residential developments at the Abbey Retail Park (on the corner of Holywell Hill and Griffiths Way) and the former Betty Entwistle House (Holyrood Crescent), and proposed developments at the former King Offa site on Wallingford Walk and the Sopwell Youth Club site off Leyland Avenue. There are also a number of smaller projects, for example the possible conversion of Sopwell Mill (off Cottonmill Lane) into housing. St Albans District Council predicts that within city-wide population increase, the proportion of younger children and older people will grow (Community Profile, 2015).

The ward is particularly diverse when compared to the city as a whole with a high proportion of Asian/British Asian residents (12.8% compared to 6.4% city-wide) (Sopwell Ward Profile, 2018), which includes a large Bangladeshi community (Community Profile, 2015). Sopwell also has a very significant proportion of residents with a disability that limits their day-to-day activities compared to the city as a whole and self-reported bad to very bad health (Community Profile, 2015). Residents' life expectancy in the ward is the lowest in the city; on average 9.9 years less than the ward with the longest average lifespan (Community Profile, 2015).

## **References**

Community Profile v3 (2015). *St Albans District Council*

Sopwell Ward Profile (2016). *St Albans District Council*

Sopwell Ward Profile (2018). *St Albans District Council*