

# **YHACS**

## **EQUALITY AND DIVERSITY STATEMENT**

A guide for committee members, volunteers, staff, members and potential members of YHACS

Date of last review: 2<sup>nd</sup> October 2021

Date of next review: 2<sup>nd</sup> October 2023

YHACS is a small registered charity run by volunteers (the Trustees) who collectively form the Executive Committee.

At the time of drafting this policy statement, we do not employ any staff and we have no foreseeable intention to do so. We may, however, occasionally call on additional help from the general membership to help run our activities and events on a volunteer basis.

The Association's governing document is the Constitution. This sets out how we recruit new members and how we appoint members to the Executive Committee.

In accordance with the Constitution, membership of the Association is open to all civic and amenity societies and also to adult individuals who are in sympathy with our aims although membership is subject to the approval of the Executive Committee. The Executive Committee therefore reserves the right to refuse membership or to withdraw membership from any organisation or individual at any time where the behaviour of the member is considered to be detrimental to the operation or reputation of the Association.

The Executive Committee is made up of members of the Association who have been nominated and then elected by a majority of members attending the Association's Annual General Meeting. Any individual who is either a member of the Association or a member of a society that is a member of the Association can be nominated for membership of the Executive Committee so long as they are able to comply with the legal requirements for trusteeship laid down by the Charity Commission. Apart from the chair, members of the Executive Committee are generally elected for a period of one year; the chair is elected for a period of three years. At the end of an elected term of office (ie, at the AGM) committee members must stand down although they can be nominated for re-election to serve for another term at the AGM. Anyone holding the post of chair may only be elected for two successive terms of office but may stand election for one of the other positions on the committee at the end of their second term.

Members of the Association can also be co-opted to the Executive Committee at any time during the year between AGMs by agreement and at the discretion of the trustees. Anyone who is a member of the Association (or is a member of a society that is a member) can ask to join the Executive Committee on a co-opted basis. Co-opted members serve until the first AGM after their co-option when they must stand down, although they can then stand for election if nominated.

We are always keen to recruit new members to the general membership and, where there are vacancies, to the Executive Committee, and we welcome members from all sectors and backgrounds. Calls for new Executive Committee members are made to the general membership on a regular basis and may also be advertised through other channels such as on-line, via social media and by press releases.

We want people to enjoy their interaction with the Association's events and activities and we will endeavour to treat all people fairly and with respect at all times. As part of our annual programme, we invite members of the Association and their guests to attend our events and to participate in our activities whether held on-line or in person. We will take all reasonable steps commensurate with our size and resources to ensure that physical venues are accessible. Where this is not possible, particularly when visiting heritage properties or partially constructed developments, details will be made clear in any advertising and promotion of the event or activity.