

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.

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 25-Jan-2019.