

Constitution



Preface to Constitution

Southampton Common is owned and managed by Southampton City Council. It is widely accepted that The Common is one of the City's greatest assets. On 16th February 2016 a public meeting was held to which local groups known to have an interest in The Common were invited. At the meeting there was strong support for the establishment of a Forum as a means of focussing the interests of all in the City with an interest in The Common. It would be inclusive, dynamic and transparent. A small group of volunteers was asked to produce terms of reference which were considered at a further public meeting on 7th June 2016 and slightly modified as a result of that discussion. This document formalises those Terms of Reference into a formal constitution for the Forum. Adoption of a formal constitution by the Forum is a prerequisite for the Forum to be officially recognised by Southampton City Council and for it to make grant applications for, and obtain insurance for, Forum activities.

Revision history

(1) A draft constitution was presented to a public meeting of the Forum on 27th September 2016 for discussion, with a view to adopting the constitution and electing a Forum Management Committee at the following public meeting of the Forum, which was held in January 2017. That initial constitution set the quorum of AGMs and EGMs at 50% of the formally registered (voting) membership.

(2) At the first formal Forum AGM in April 2018, the number of voting members attending did not reach the numbers required by the initial constitution. Therefore the meeting was not quorate and was unable to formally undertake business. The SCF Management Committee was therefore required to write to individual, formally registered members to seek approval for SCF business.

(3) To try to prevent a repeat of that situation, in January 2019 the Constitution was redrafted, with a view to putting the revised Constitution to the membership at the second formal Forum AGM scheduled for February 2019. The key changes proposed were:

(1) To redefine the quorum and voting majorities to more practical and effective ones, such that formal decisions could be made at AGMs and EGMs. The quorum would be reduced from 50% of the formal registered membership to 10% - in proposing this the Forum Management Committee researched levels set by other organisations.

(2) To formally separate the actual wording of the Forum's Equal Opportunities and Data Protection Policies from the Constitution - which would then reference them. This was proposed in order to more easily adapt those policies to meet any changes in UK legislation, e.g. the EU's GDPR regulations which came into force in May 2018. Under the first version of the constitution, these policies were embedded within the Constitution and so any required changes needed to be approved by the formal membership.

(3) To increase the size of the Forum's Management Committee. As the Forum developed, it was getting involved in a wider range of activities and more individuals were needed to share the load.

(4) Some minor grammatical tidying up, e.g. to distinguish between formally registered members and a wider network of followers / supporters.

However, the April 2019 public meeting was also not quorate, so the formal AGM component had to be postponed. However, those present did approve the revisions.

(5) The SCF Management Committee therefore decided to conduct an online vote of its formally registered membership in May-June 2019 to try to achieve a quorum and mandate for changing the Constitution as outlined above. That online vote (which closed on 15th June 2019) was quorate and it approved the proposed changes by 64 in favour to 2 against.

This document therefore represents the adopted constitution of the Southampton Common Forum as of 16th June 2019

Summary

This constitution comprises 16 sections and 2 appendices whose contents are summarised below.

1. Name

Our formal name (Southampton Common Forum), to be used to identify the Forum on grant applications, for bank account purposes and the such-like.

2. Geographical Area of Interest

The geographic area with which the Forum will concern itself – the entire Common and Southampton Old Cemetery.

3. Aim and Objectives

The formal terms of reference for the Forum - what we aim to do, and how we will do it

4. Membership, Voting Rights and Subscriptions

Who can join the Forum (essentially any group or individual over the age of 18 with an interest in matters relating to The Common), who has a vote at meetings (a representative from each group and also any individual member) and how decisions are reached (by majority vote of both groups and individuals).

What subscriptions can be used for and how they are set and managed.

5. Officers and Management Committee

How the forum will be managed for the benefit of its members, how many people will be involved, what their responsibilities will be, how they are elected and how long they can serve for.

6. Forum Meetings, Annual General Meeting (AGMs) and Extraordinary General Meetings (EGMs)

How often the Forum will meet (at least twice a year), how these meetings are advertised and organised and how decisions will be made at those meetings.

7. Accounts

How the Treasurer will look after any funds awarded, or donated, to the Forum.

8. Funding

How we will raise money to do projects agreed by the Forum.

9. Insurance

The Forum will hold appropriate insurance to cover its activities and events.

10. Notices and Communication

How the Forum Management Committee will communicate with Forum members, supporters and with the wider public

11. External Relations

As the Forum develops, it may be necessary to join other, wider groups with similar interests, this allows us to do so.

12. Amendments

As the Forum develops and external circumstances and UK legislation change, it may be necessary to change the constitution to reflect those changes. This section defines how changes will be made.

13. Dissolution

If the Forum decides to cease operations, how that will be done.

14. Data Protection

In order to communicate with Forum Members and supporters, the Management Committee needs to hold an electronic database of contact details, interests and other personal information supplied by individual members and supporters. This section states that the Forum will have a Data Protection Policy. The actual Data Protection Policy is separate to the Constitution in order to more easily adapt it to reflect any changes in UK legislation.

15. Equal Opportunities Statement

In order to be recognised by Council, the Forum is required to have an equal opportunities policy. This section simply says that we will have one. The actual Equal Opportunities Statement is separate to the Constitution in order to more easily adapt it to reflect any changes in UK legislation.

16. Adoption of the Constitution

When the constitution is formally adopted, all members of the elected Forum Management Committee sign here to confirm that they will adhere to the Constitution. Each successive member of the Forum Management Committee is also required to sign the constitution when elected or co-opted.

Appendix 1 - Southampton Common Forum - Data Protection Policy

The actual wording of our Data Protection Policy defines how we may store and use any contact details, interests and other personal information that you have supplied to us – essentially we will only ever use it for Forum business and never give it to any third party unless required to do so by law. It also defines your rights to access, modify or remove the personal information which you have supplied to us.

Appendix 2 - Southampton Common Forum - Equal Opportunities Policy

The actual wording of our Equal Opportunities Policy, committing us to ensuring equal opportunities for volunteers and all those participating in the activities, management and coordination of SCF. The Policy also defines how we will achieve this.

Constitution:

Southampton Common Forum

1. Name

The group shall be called Southampton Common Forum (SCF, 'the Forum').

2. Geographical Area of Interest

The geographical area of interest comprises the public open space owned by Southampton City Council and known as The Common / Southampton Common, designated as parks or pleasure grounds within the meaning of the Public Health Acts by Section 87 of the Southampton Corporation Act 1910 and formally registered as Common land under section 4 of the Commons Registration Act 1965. The area of interest also includes the grounds and site of The Cowherds Public House, The Hawthorns Urban Wildlife Centre (previously Southampton Zoo) and Southampton Old Cemetery, none of which is legally included in the registered Common although these areas lie within it.

The area of interest is bordered approximately by Hill Lane (W), Burgess Road (N), Northlands Road (S) and Westbourne Crescent / Highfield Road / Furzedown Road / University of Southampton Highfield Campus (E). The Avenue (A33) runs north-south through The Common; the area of The Common to its east being referred to as "Little Common".

3. Aim and Objectives

3.1 Aim

To be a focal point for issues affecting The Common for everyone who uses, enjoys or appreciates it.

3.2 Objectives

1. To see that all those with an interest are **informed** of any issues that may affect The Common.
2. To give all those with an interest a means of **influencing** and contributing to those issues.

The nature of the Forum's response will depend on the issue under consideration. In some cases the Forum will respond as a collective voice. In other cases, the Forum will encourage discussion and debate in order to help its associated groups and others to provide their own, informed and reasoned responses. It will not be possible for all Forum members and supporters to be of one view on every issue.

Membership of the Forum will not constrain the ability and freedom of its members to hold and express varying / conflicting views.

3. To work alongside the landowner, Southampton City Council, to contribute towards the **positive management** of The Common

This includes contributing to and/or taking the lead in preparing and keeping up to date a management plan for The Common, to be adopted by the City Council in partnership with other stakeholders.

4. To raise **awareness** of The Common and its benefits to the City.
5. To take **any other appropriate action** consistent with the aim of the Forum including, if necessary, to lobby and bring pressure to bear to ensure that The Common is managed and maintained primarily as a recreational resource for the benefit of all sections of the community, as its legal status requires.

To achieve the aim and objectives SCF will:

- adopt a formal constitution and management structure.
- coordinate and cooperate with the local authority, other statutory authorities, voluntary organisations, charities and individuals where they have aims and objectives similar to those of the Forum.
- involve local residents associations, community groups, businesses, enterprises, charities and individuals in the aims through publicity, consultation, engagement and volunteering opportunities and by holding meetings and social events.
- open and maintain a bank account, raise specific funds, and invite and receive contributions and subscriptions, where appropriate, to finance Forum activities and projects.
- operate a www site (www.southamptoncommon.org) and a facebook page (www.facebook.com/SouthamptonCommonForum/) and, if appropriate, other “social network” sites for general communication with members and interested parties and for promotional purposes.
- hold an Annual General Meeting (AGM)
- do all other lawful things as are considered necessary to further the aims.

4. Membership, Voting Rights and Subscriptions

It is hoped that as wide and diverse a range of organised groups and individuals as possible with an interest in The Common will be associated with the Forum. These include, but are not limited to:

Groups: local residents’ associations, local “Friends of ...” groups, North Southampton Community Forum, Southampton Commons and Parks Protection Society, parkrun, promoters of events based on The Common (e.g. Common People, Let’s Rock Southampton, CRUK Race for Life etc.), local universities, colleges and schools, local businesses, enterprises and charities, fitness and orienteering groups, natural history groups, etc. etc.

Individuals: walkers (including dog walkers and those using The Common as a commuting route), joggers, cyclists, anglers, picnickers, photographers, etc. etc..

Any bona fide interest group or individual can ask to join the Forum.

One of the Forum’s most important aims, and biggest challenges, will be to identify and involve people with an interest in the Common who are not part of any existing group.

Membership of SCF shall be open to any group of individuals or individual over the age of eighteen interested in furthering the aims of the Forum.

The following membership categories shall exist

- group - for formally-constituted groups and other organised, interested groups.
- individual – any individual with an interest in The Common is welcome to join and participate in the Forum, irrespective of whether they belong a formal group represented on the forum.

Membership is registered through completion of a membership form.

Voting Rights:

- For the purposes of (a) adopting this Constitution and of (b) electing each member of the initial Forum Management Committee, each person present at the meeting at which these matters shall be decided (17th January 2017) shall vote individually.

Thereafter:

- Each member group shall have a single vote on Forum matters and shall (1) nominate an individual from within the group to be the voting member on its behalf, and (2) inform The Management Committee of that nomination.. A register of voting members shall be maintained by the Management Committee.
- Each individual member of the Forum shall also have a vote.
- In determining the outcome of any vote, the result will need to be supported by a simple majority of votes of group voting members present and a simple majority of votes of individual members present. If this condition is not satisfied, then the Forum will record that it was unable to reach a consensus on that matter.
- If it becomes clear to the Forum that multiple, individual members are following a singular, joint and specific agenda, they shall be required to register as a group with a single voting representative.

Subscriptions may be levied in order to raise funds for Forum projects and events and to fund Forum meetings, operations and publicity.

An annual subscription may be proposed by the Management Committee.

Any annual subscription rate will be determined at each AGM and voted upon, with a majority ruling of registered Members present and entitled to vote.

The rates of subscription shall only be altered by consent of the majority of registered members present and entitled to vote at the AGM.

If subscription fees are levied, the subscription year shall run from 1st January - pro-rata subscription for groups joining during the subscription year will be set at one tenth of the annual rate for each full or part month remaining.

The Management Committee may, at its discretion, enter into reciprocal agreements with other groups with shared objectives such that each is a 'member' of the other but no subscription payments are made.

Membership / Registration is terminated:

- if the member dies
- or if it is a group, it ceases to exist
- or if the member resigns by written or email notice to the Secretary
- or, if subscriptions are levied, if his / her / its subscription is not paid in full within three months of the due date.

5. Officers and Management Committee

In order to:

- arrange, host and report Forum meetings

- coordinate action on Forum decisions
 - organise Forum project activities
 - submit grant applications on behalf of the Forum
 - undertake other fundraising for Forum projects
 - formally represent the Forum at other meetings
 - research and notify Forum member of current issues
 - maintain Forum social media
 - help prepare a management plan for The Common
 - undertake any other function considered necessary for Forum administration
- the Forum will be coordinated by a Management Committee.

The Forum Management Committee shall manage the Forum on behalf of its members and supporters.

The Forum's Management Committee will comprise (1) a group of elected officers (2) up to 6 other elected members of the Forum.

- The Officers of SCF shall normally consist of a Chair, Vice Chair, Secretary and Treasurer. each of whom may serve for a term of up to three years, commencing at the Annual General Meeting (AGM) at which they are elected, after which the post shall be eligible for re-election. Officers may stand for re-election.
- Up to six other members of the wider Forum, chosen annually by majority vote of The Forum at its AGM, shall comprise the other members of the Forum Management Committee ("ordinary members"). These ordinary Committee members may stand for re-election. Ordinary members of the Forum Management Committee may undertake specific and designated roles and responsibilities at the request of the Committee Officers (e.g. communications (web and social media), development plan coordination research and drafting, event organisation, fund raising, publicity, liaison, grant application development, chair of working group etc.).

Nominations for the election of Officers of the Forum Management committee shall be made in writing to the Secretary no later than seven days before the AGM in order to allow nominations to be publicised. Nominations for Officers shall be supported by a proposer and a seconder and the consent of the nominee must first have been obtained.

Nominations for the election of ordinary members of the Forum Management Committee can be made either in writing to the Secretary (preferably no later than seven days before the AGM) or may be made at the AGM itself (i.e. no prior notification is required). Members of the Forum seeking election as ordinary members of the Forum Management Committee can self-nominate (in which case only a seconder is also needed). If not by self-nomination, nominations for these positions shall be supported by a proposer and a seconder and the consent of the nominee must first have been obtained.

The election of Officers shall be completed prior to the election of ordinary members.

The Forum Management Committee shall have the power to fill casual vacancies on the Committee by co-opting volunteers from the membership until the next AGM where the post will be eligible for election.

The Forum Management Committee shall have the power to convene specific working groups to undertake specific projects, activities, liaison and research. Each working group shall include at least one member of the Forum Management Committee and shall report to

the Chair of the Forum Management Committee. Working groups shall be regulated by, and dissolved by, the Forum Management Committee.

The Forum Management Committee shall have the power to co-opt further members (who shall attend in an advisory and non-voting capacity).

The Forum Management Committee shall meet as frequently as deemed necessary for managing the Forum (usually at least bi-monthly). The Secretary shall give Forum Management Committee members not less than fourteen days notice of each meeting. The quorum shall comprise one-half of the voting members of the Management Committee and, excepting exceptional circumstances, include the Chair.

Any registered member of the Forum is entitled to ask for relevant business to be discussed under “Any Other Business” at the next scheduled Forum Management Committee meeting.

The names of Officers and Committee Members, and a means of contact, shall be publicised on the Forum’s www site.

The Committee shall maintain minutes of all Committee meetings, which, excepting reserved matters, shall be made available to members on request.

6. Forum Meetings, Annual General Meeting (AGMs) and Extraordinary General Meetings (EGMs)

The Forum itself will meet at least twice a year. These will be open, public meetings and one of these Forum meetings will also include the AGM.

Meetings will be advertised on the Forum’s www site and facebook page and by email to registered Forum members and supporters who have notified the Secretary of a current and valid email address.

The AGM will receive reports and accounts from the Forum Management Committee and elect Officers (if elections are due) and ordinary members of the Forum Management Committee for the relevant periods.

Under exceptional circumstances an AGM may be postponed and rescheduled for not later than fifteen months after the previous AGM.

Extraordinary General Meetings (EGM) shall be held at the request of a simple majority of the Forum Management Committee, or at the written request of ten or more registered voting Members (whose subscriptions are fully paid up if subscriptions are levied) or one tenth of the registered Forum membership (whose subscriptions are fully paid up if subscriptions are levied), whichever is the greater. Any request to hold an EGM received from a registered Member will be posted on the Forum’s www site and facebook page to notify other registered Members and a period of up to 5 days will be allowed for the required number of written requests to be received.

The Committee shall give the Forum no less than twenty one days’ notice of any general meeting or AGM and no less than seven days notice of any EGM and of any special motions to be discussed, (from the date on which sufficient requests to hold the EGM have been received),. Notice shall be given on the Forum’s www site, facebook page and by email to all registered members and supporters who have notified the Secretary of a current and valid email address.

A minimum of half the Forum Management Committee and ten percent of the registered Forum membership shall constitute a quorum for an AGM or EGM.

Matters of policy may be debated from time to time at AGMs and EGMs at the request of a proposer and seconder who are both registered members of the Forum. Decisions shall be made by simple majority vote of those members present and eligible to vote. In the event of a tied vote the Chair of the meeting shall have the casting vote in addition to any other vote he or she may have.

7. Accounts

Accounts shall be kept by the Forum's elected Treasurer and each individual receipt and payment recorded, including details of the provider (unless anonymous donation) and recipient.

Accounts shall be available for inspection by any registered member on giving of reasonable notice to the Forum's treasurer.

Accounts shall be submitted for inspection and approval by the registered members at each AGM.

Accounts will be independently examined if the level of financial activity is considered by the Forum Management Committee to be sufficient to make this action prudent.

The Committee shall, out of the funds of the forum, pay all proper expenses of administration, development, and management of the Forum. After the payment of each such expense, and the setting aside of a reserve if deemed necessary, the remaining funds shall be applied by the Forum Management Committee to further the aims of the Forum.

Cheque payments from forum funds shall require the signatures of at least two unrelated Management Committee Officers.

8. Funding

The Forum shall have the power to raise funds by means of contributions, legacies, grants, subscriptions and fundraising by lawful means.

All funds and property of the Forum shall be used solely to promote its aims as detailed in this Constitution.

No funds of the Forum shall be paid or transferred directly or indirectly by way of profit or wage to any member of the Forum.

9. Insurance

The Forum shall obtain and maintain sufficient and appropriate liability insurance in respect of risks to its members and for injuries to third parties and damage to property arising from any activities and events organised by the Forum.

10. Notices and Communication

The Forum will operate a www site (www.southamptoncommon.org) and a facebook page (www.facebook.com/SouthamptonCommonForum/) and, if appropriate, other “social network” sites for general communication with members and interested parties and for promotional purposes.

Any formal notice required by this Constitution shall be given via electronic communication on the Forum’s www site and facebook page and by email to any registered member or supporter who has notified the Secretary of a current and valid email address.

Any notice shall be deemed to have been given three days after it was sent.

Any registered member present in person at any meeting shall be deemed to have received notice of the meeting and of the purposes for which it was called.

11. External Relations

At appropriate times the Forum may need to formally link with, register with or join other local and national groups and organisations with shared purposes or interests, such as the Open Spaces Society.

12. Amendments

This Constitution may be amended by a two-thirds majority of registered voting members present at an AGM or EGM of the Forum, provided that (1) not less than twenty one days notice of the proposed amendment has been given to all registered members (in the case of an AGM) or 7 days’ notice (in the case of an EGM) and (2) that said AGM or EGM is quorate.

13. Dissolution

The Forum may be dissolved by the combination of a two-thirds majority of registered members present and entitled to vote at an AGM or EGM of the Forum and a two-thirds majority of the Forum Management Committee, provided that not less than twenty eight days’ notice of the proposed winding up has been given to all registered members and that said meeting is quorate.

Any assets shall be returned to their providers, should they require it, else shall be passed to another group / groups with similar aims (to be decided by those present at the winding up meeting).

14. Data Protection

The Forum Management Committee shall operate a Data Protection Policy. The wording of this policy shall stand separate to the Constitution in order to facilitate revisions required by changes to legislation. A copy of the Data Protection Policy is appended to this Constitution as Appendix 1.

15. Equal Opportunities

The Forum Management Committee shall endeavour to ensure that the Forum membership is broad, transparent and inclusive, reflecting the diversity of Common users and interest groups.

There shall be no discrimination on the basis of any legally protected characteristic.

The Management Committee shall operate an Equal Opportunities Policy. The wording of this policy shall stand separate to the Constitution in order to facilitate revisions required by changes to legislation. A copy of the Equal Opportunities Policy is appended to this Constitution as Appendix 2.

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16. Adoption of the Constitution

This Constitution was adopted as the Constitution of The Southampton Common Forum at its first Annual General Meeting held at Richard Taunton Sixth Form College on 17th January 2017. where the following persons were formally elected as Officers and Ordinary Members of the Forum Management Committee.

Position	Sign	Print
Chair		
Vice Chair		
Secretary		
Treasurer		
Committee Member 1		
Committee Member 2		
Committee Member 3		
Committee Member 4		
Date:		

Appendix 1: Southampton Common Forum (SCF) - Data Protection Policy / Privacy Notice (January 2019 version)

Southampton Common Forum Data Protection Policy

The Constitution of Southampton Common Forum (Section 14) requires it to operate a Data Protection Policy. This policy stands independent of the Constitution in order to facilitate any necessary rewording to reflect changes in UK legislation.

The policy is based on current UK legislation; the Data Protection Act 2018 (the UK's implementation of the EU General Data Protection Regulation (GDPR) - <https://www.gov.uk/data-protection>).

The Management Committee of the Southampton Common Forum will maintain a database of personal information related to individual members and supporters who have supplied their data to the Forum and consented to the Forum holding and using that data for Forum administration purposes (including a membership database) and for keeping members and supporters updated and informed.

Southampton Common Forum takes your privacy seriously. We are a “controller” of the personal information that you provide to us and this Data Protection Policy and its accompanying Privacy Notice set out how, why and for how long we will use your personal data, as well as who it is shared with. It also explains your legal rights as a data subject and how to exercise them.

The key principles underlying the Forum's Data Protection Policy and its accompanying Privacy Notice are that:

- data is captured and maintained in a secure manner
- individuals are made fully aware of what data is captured and what it will be used for
- explicit consent is given by the individual for the Forum to hold data
- data is updated regularly and accurately
- data is limited to what the Forum needs
- data is used only for the purpose for which it is collected for
- data is used for “marketing” purposes only if the individual has given the Forum consent to keep them informed
- data is only kept for as long as it is necessary
- an individual can request a copy of the data held at any time and this must be provided and updated / edited / deleted as that individual requests

How we operate these principles is detailed in the Forum's Privacy Notice.

Southampton Common Forum Privacy Notice

Southampton Common Forum takes your privacy seriously. We are a “controller” of the personal information that you provide to us and this Data Protection Policy and its accompanying Privacy Notice set out how, why and for how long we will use your personal data, as well as who it is shared with. It also explains your legal rights as a data subject and how to exercise them.

(1) The types of data that we may hold

Data held may include any information (electronic or paper) which that an individual member or supporter has voluntarily supplied to the Forum and consented to the Forum using for the purpose of Forum administration and communication, including (but not limited to); name,

email address postcode, postal address, telephone number(s), relevant interests and skill sets.

(2) How we use your personal data

Personal data will be used solely for the purposes of Forum administration, analysis (e.g. demographics) and communication with members and supporters.

These data shall remain private to the Forum and shall not be shared with any third party except for:

- (1) the purposes of email distribution of Forum updates and newsletters to members and supporters using a secure 3rd party facility (see section 3).
- (2) where we might be required by UK legislation to release specific information to the authorities for e.g. law enforcement purposes.

Where Southampton Common Forum hosts work parties and we ask volunteers to provide contact details for a friend or relative for emergency contact purposes, that data will be destroyed at the end of the work party.

(3) Email correspondence and emailed newsletters

Southampton Common Forum updates and newsletters will be sent to members and supporters who have supplied us with a valid email address for the purpose of keeping them updated. The Forum uses a secure online marketing / email distribution service to send these communications on its behalf.

Southampton Common Forum currently uses Mail Chimp (www.mailchimp.com) and supplies them with a list of email addresses to use for a specific mailing. Mail Chimp holds our data securely in compliance with GDPR. Its privacy policy can be viewed here: <https://mailchimp.com/legal/privacy/>.

Each email sent through Mail Chimp provides the recipient with the option to unsubscribe from all future mailings from the Forum at any time. Unsubscribed email addresses are held securely by Mail Chimp and used to screen lists of email addresses supplied by Southampton Common Forum and remove any unsubscribed ones before it compiles the recipient list for that mailing.

Individuals can also unsubscribe at any time by emailing the Forum secretary (secretary@southamptoncommonforum.org).

All other email correspondence from Southampton Common Forum to members and supporters shall be by blind copy.

(4) Data Security

For the purposes of the Data Protection Act 1998, the Southampton Common Forum Secretary shall be responsible for the security of member information and for compliance with relevant data protection legislation.

(5) Your Rights

Under the Data Protection Act 2018 and the EU General Data Protection Regulation you have rights to your data held by SCF. You have the right to:

- view any personal data relating to you that is held by the Forum
- have that data corrected, edited or deleted in full or in part

- opt out of receiving any further communication from the Forum
- Please contact the Forum Secretary (secretary@southamptoncommonforum.org) with any enquiries you have about any data we hold for you

Policy Approved	Signed:
Date:	Printed Name:
	Chair SCF

Appendix 2: Southampton Common Forum (SCF) - Equal Opportunities Policy v2 (January 2019 version)

The Constitution of SCF (Section 15) requires it to operate an Equal Opportunities Policy. This policy stands independent of the Constitution in order to facilitate any necessary rewording to reflect changes in UK legislation and reporting systems.

1. Principles

The Equal Opportunities Policy of the Southampton Common Forum (SCF, the Forum) is designed to promote the Forum's aims and objectives, with equal treatment for all, regardless of the 9 protected characteristics defined by The Equality Act 2010 and its successors (age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex and sexual orientation pregnancy and maternity) and also with respect to the grounds of employment status and family unit composition.

This policy is concerned with ensuring equal opportunities for volunteers and all those participating in the activities, management and coordination of SCF.

It has due regard for The Equality Act 2010: the main purpose of the Act is to unify the all the Acts and Regulations, which formed the basis of anti-discrimination law in Great Britain.

The Equality Act 2010 requires equal treatment in access to employment as well as private and public services, regardless of the protected characteristics. In the case of gender, there are special protections for pregnant women. However the Act allows transsexual people to be barred from gender-specific services if that is "*a proportionate means of achieving a legitimate aim*". In the case of disability, employers and service providers are under a duty to make reasonable adjustments to their workplaces to overcome barriers experienced by disabled people. In this regard, the Equality Act 2010 did not change the law.

2. Aims & Objectives

1. That the membership and services of SCF are open to all those living within the area of benefit, without discrimination of any kind.
 2. That access to activities associated with SCF are open to all those living within the City, without discrimination of any kind.
 3. That SCF will aim to ensure that, wherever possible, developments and formal events on The Common will aim to accommodate the widest possible range of user groups, ages, abilities and activity levels.
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3. Disabled Access

All meetings and associated events staged by SCF will use facilities that, within reason, will be designed to provide facilities for disabled access.

4. Statement of Equal Opportunity

SCF recognises that certain people or groups of people may be discriminated against, deliberately or otherwise. SCF is opposed to this and this policy is in place to ensure that this does not happen. This policy is set within the current legislative framework.

This Equal Opportunities Policy will be publicised on the Forum's www site (www.southamptoncommon.org) and Forum members will be expected to comply with and to implement this policy.

SCF is opposed to any form of discrimination on the grounds of any of the 9 protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race
- Religion or belief
- Sex
- Sexual orientation
- Pregnancy and maternity

and also on the grounds of employment status and family unit composition.

We aim to provide fair and just treatment in all our activities and services to the community.

SCF aims to encourage cooperation from all individuals or associated groups in the implementation of this policy.

SCF will encourage and support people from under-represented groups in the community to participate in its activities and to contribute to its aims.

5. Harassment

Action will be taken against those who commit any type of hate crime and harassment - for clarification of these words, please follow the link: <https://www.southampton.gov.uk/people-places/community-safety/hate-crime-harassment.aspx>

All forms of harassment, either against, or by, a volunteer will be dealt with promptly and sensitively.

Instances of harassment can be reported directly to the Police. For emergencies where the victim or reporter is in danger) phone 999, for less urgent cases phone 101 or Crimestoppers on 0800 555 111

6. Reporting.

If a case of what appears to be discrimination is reported or observed by members of SCF during SCF activities, it will be the duty of the Forum Management Committee to investigate and take appropriate action.

7. Volunteer workers

The same policy and process will be followed for Forum Management Committee members and for volunteer workers in the case of physical aggression or harassment.

Physical aggression will not be tolerated. After due process of investigation, anybody found to have been physically aggressive will lose their position within the organisation.

8. Forum activities

All persons or groups formally associated with the delivery of SCF activities will be made aware of this Equal Opportunities Policy and procedures by the Forum Management Committee member responsible for coordinating that activity.

If the guidelines are not adhered, to the person / persons breaking the guidelines will be asked to desist association with the activity and to leave the area. If those person/s do not desist and leave when asked, the police will be informed.

8. Updates

This document will be regularly updated and amended ~~in line with legal requirements.~~ o reflect changes in UK legislation and reporting systems.

Policy Approved	Signed:
Date:	Printed Name:
	Chair SCF