

# Disability Pride Brighton

## COMMUNITY GROUP CONSTITUTION

### 1. Name

- a) The name of the group shall be **Disability Pride Brighton**.

### 2. Aims

- a) The aim of Disability Pride Brighton is to establish an annual disability pride event in Brighton, which will raise awareness of and promote inclusion of people with all disabilities.
- b) This shall be a celebration of disabled people and those that support them rather than a protest group or event.
- c) We shall do this by linking in and working together with international Disability Pride events, running on the same day where possible.
- d) We will continue to use the narrative of Jenny and Charlie Skelton's negative disability discrimination experience in August 2016 as the initial motivation for starting Disability Pride Brighton.
- e) The desired outcomes of establishing this event are:
- to raise awareness of and promote inclusion of people with all disabilities
  - to change public perception of disability in the community so that it is seen as a natural part of human diversity
  - to support people living with disabilities to be proud of who they are
  - to enhance society's acceptance of disability to improve the lives of families and carers
  - to advance awareness of 'invisible' disabilities
  - to ensure there is no discrimination in our wonderful city
  - to continue to develop acceptance of disability and an increasingly inclusive culture in which to promote equality.

### 3. Membership

- a) Membership of the group shall be open to all individuals who:
- are aged 18+ or who are accompanied by a responsible parent or carer
  - live or work in Brighton & Hove, or the surrounding area
  - identify as a person with a disability, an unpaid carer and/or an ally; and
  - support the aims of Disability Pride Brighton.
- b) Members will register and be able to vote at AGMs. Membership will begin as soon as the membership registration form has been received.
- c) Members may resign at any time in writing to the Secretary.
- d) Abusive, aggressive, offensive, intimidating or harassing behaviour will not be accepted. Any offensive behaviour, including racist, sexist or inflammatory remarks, will not be permitted. Anyone behaving in an offensive way or breaking the Equal Opportunities policy may be asked not to attend further meetings or to resign from the group if an apology is not

given or the behaviour is repeated. The individual concerned shall have the right to be heard by the Committee, accompanied by a friend, before a final decision is made.

#### **4. Equal opportunities and values**

- a) Disability Pride Brighton will not discriminate based on actual or perceived disability, caring responsibilities, race, ethnicity, colour, nationality, gender, sexuality, political views, religion, marital status or age.
- b) An Equal Opportunities policy shall be established by the Committee within 3 months of the adoption of this Constitution and will be kept under review by the Committee.
- c) Our values are:
  - to be inclusive – to try to make everyone feel welcome
  - to be fair – to try to listen and give everyone an equal opportunity
  - to be honest - to try to stay true to people living with disability and unpaid carers; and
  - to be responsible – to try to only do what we would be proud to shout about.
- d) We will operate within the law and cannot enable anyone to promote illegal practices at any events or meetings hosted by Disability Pride Brighton.

#### **5. Management**

- a) The business and management of the group shall be performed by a Committee with named Officers, to be elected at the Annual General Meeting from those members who applied beforehand. Additional members may be co-opted onto the Committee between Annual General Meetings at the discretion of the Committee. There will be a 3 month probationary period for new Committee members, after which they will be confirmed as a permanent member if agreed by a majority of the Committee.
- b) The Committee will meet as necessary, and not less than 4 times a year.
- c) The quorum at a Committee meeting will be 3 members with voting rights.
- d) The Committee shall consist of 6-12 members with voting rights, and include at least three Officers. We shall work towards the majority of Committee members being disabled people.
- e) The Officers' roles are as follows:
  - Chair – who shall chair both general and Committee meetings
  - Vice Chair – who shall chair both general and Committee meetings when the Chair is not present
  - Secretary – who shall be responsible for the taking of minutes; and
  - Treasurer – who shall be responsible for maintaining accounts.
- f) Additional Advisory members with a professional interest can sit on the Committee to act in an advisory capacity only, and with no voting rights. These people will be invited by the elected Committee members.
- g) Additional members of the local community can sit on the board to act in an advisory role only if invited by the Committee. They will have no voting rights and cannot be an elected local councillor.

- h) Any Committee member who misses 2 consecutive meetings without apologies or 3 with shall be held to have resigned their Committee membership. This shall be confirmed in writing.
- i) The Committee shall have closed meetings, and shall have the power to:
  - Elect officers from amongst themselves if such posts fall vacant between Annual General Meetings.
  - Appoint any advisory or sub-Committees as the Committee may find necessary.
  - Set the format and procedure for all Committee meetings which shall be revised by them whenever necessary.
  - Write and adapt the Equal Opportunities policy and Code of Conduct as necessary.
  - Allocate, manage and review actions to facilitate the success of Disability Pride Brighton.
- j) Any Committee member who breaches the Equal Opportunities policy or Code of Conduct shall be held to have resigned their Committee membership if agreed by a majority of the other Committee members that this is in the best interests of Disability Pride Brighton. This shall be confirmed in writing.

## **6. Meetings**

### **6.1 Annual General Meeting**

- a) An Annual General Meeting (AGM) for will be held within fifteen months of the previous AGM.
- b) All members will be notified in writing at least 3 weeks before the date of the meeting, giving the venue, date, time and agenda.
- c) Applications for the Committee may be made to the Secretary up to 2 weeks before the meeting.
- d) At the AGM:
  - k) The Committee will present a report of the work of Disability Pride Brighton over the year.
  - l) The Committee will present the accounts of Disability Pride Brighton for the previous year.
  - m) The aims and activities of the group will be reviewed.
  - n) The officers and Committee for the next year will be elected.
  - o) Any proposals given to the Secretary at least 7 days in advance of the meeting will be discussed.

### **6.2 Special General Meeting**

- a) The Secretary will call a Special General Meeting at the request of the majority of the Committee or at least eight other members giving a written request to the Chair or Secretary stating the reason for their request.
- b) The meeting will take place within twenty-one days of the request.
- c) All members will be given two weeks notice of such a meeting, giving the venue, date, time and agenda.
- d) The quorum for the Special General Meeting will be 10% of the membership or 10 members, whichever is the greater number, and must include at least 3 Officers.

### **6.3 Committee Meetings**

- a) Committee meetings may be called by the Chair or Secretary.
- b) Committee members must receive notice of meetings at least 5 days before the meeting, giving the venue, date, time, agenda and supporting information.

### **7. Rules of procedure for meetings**

- a) All questions that arise at any meeting will be discussed openly and the meeting will seek to find general agreement that everyone present can agree to.
- b) If a consensus cannot be reached a vote will be taken and a decision will be made by a simple majority of members present, unless it's a constitutional issue which will require a two thirds majority. If the number of votes cast on each side is equal, the Chair of the meeting shall have an additional casting vote.

### **8. Finances**

- a) Money can be raised to launch, maintain and expand the group. All money raised by the group will be spent solely on the objects laid out in the constitution. Such monies will include grants, donations and fundraising.
- b) The group has its own bank account – a multi signature association account with the Lloyds Bank. There shall always be at least three signatories to the account and each transaction will require two signatures. These two signatories must not be related nor members of the same household.
- c) Records of income and expenditure will be maintained by the Treasurer and a financial statement given at each meeting.
- d) An annual statement of accounts will be presented to the Annual General Meeting.

### **9. Amendments to the constitution**

- a) Amendments to the constitution may only be made at the Annual General Meeting or a Special General Meeting.
- b) Any proposal to amend the constitution must be given to the Secretary in writing. The proposal must then be circulated with the notice of meeting.
- c) Any proposal to amend the constitution will require a two thirds majority of those present and entitled to vote.

### **10. Dissolution**

- a) If the Committee meeting, by simple majority, decides that it is necessary to close down the group it may call a Special General Meeting to do so. The sole business of this meeting will be to dissolve the group.
- b) If it is agreed by two thirds of those present at the Special General Meeting to dissolve the group, the Committee shall have the power to dispose of any assets held by the group.

- c) All remaining money and other assets, once outstanding debts have been paid, will be donated to a local charitable organisation, the organisation to be agreed at the meeting which agrees the dissolution.

This constitution was agreed at the public Annual General Meeting of Disability Pride Brighton, held at the Brighthelm Centre on 18/11/2017.

Signed:

J Skelton  
18/11/17

Jennifer Skelton, Chair

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C A NELSON  
18/11/17.

Claire Nelson, Treasurer