



Norwich Pride Collective Constitution

The Norwich Pride Collective is a group of friendly, creative, enthusiastic volunteers from the local lesbian, gay, bisexual and trans (LGBT) community.

Our vision is to turn Norwich into a rainbow.

Our mission is to ensure Norwich is a city where everyone can feel safe and proud to be themselves. We work creatively to fight intolerance or prejudice of any kind.

Our job is to organise Norwich Pride, a celebration from the LGBT community for everybody, on the last Saturday in July. Our job is to organise Norwich Pride, not London or Manchester or Brighton or Sydney Pride. We will work with the city's residents, leaders, communities, architecture and road system to create a Pride that works for the people of Norwich.

The central events at Norwich Pride are free and inclusive and include a colourful Parade through the city with stalls, entertainment and speeches in various venues.

Our aim is to inspire individuals, businesses and groups across Norwich to take part in the celebrations and organise events of their own. In this way the people of Norwich can show their support for the LGBT community and work with us to end the discrimination faced by LGBT people.

The Norwich Pride Collective has a set of core values (see attached) that we use to influence all our decisions.

We have a set of ground rules (see attached) that all members agree to adhere to.

Membership of the Norwich Pride Collective

Membership of the Norwich Pride Collective is open to anyone who identifies as LGBT or is a friend, family or supporter of LGBT people.

Members have to agree with our Core Values and follow the Ground Rules. Members who break the Ground Rules will be asked to leave the Collective.

The Structure of the Norwich Pride Collective

Steering Group

We meet regularly all year round. We start with monthly meetings around November time and then move towards fortnightly meetings in the New Year and weekly meetings as we head into July. We then go back to monthly meetings in August to ensure we've paid all invoices and reviewed feedback from the community. We are the people who've got an overview of everything that is happening at Norwich Pride. Jobs include chair, vice-chair, secretary, treasurer, as well as communication and access officers. Members of the steering group need to be able to attend at least 75% of the meetings plus work between meetings on action points and events. Generally the people on the steering group are people with experience of working at Pride e.g. stewards and shop assistants who have shown passion and commitment and are prepared to get stuck in and work hard.

Main Collective

We meet every 6 weeks. We are the people who want to help out regularly at Pride but don't want to attend meetings all the time. This is particularly true of, for example, artists whose passion is for creating art to support Norwich Pride, rather than working on policies etc. A lot of the communication in the collective is via email but we do ask that people try their best to attend the 6-weekly collective meetings where they can meet their colleagues and feed-back on all the work they've been doing.

Officers

Each year the steering group will elect a chairperson, vice-chair, secretary and treasurer.

The chairperson will chair steering group meetings.

The vice-chair will chair meetings when the chairperson isn't available. The secretary will take minutes and distribute them.

The treasurer will keep accurate records of the money going into and out of the Norwich Pride account and give financial reports.

We work collectively – this means that although we have officers to do specific jobs, we work in a non-hierarchical way: everyone works together and shares responsibility for the actions of the group.

Open Meetings

We hold open meetings in accessible venues at least once a year to update and consult with the community.

Making Decisions

We use our core values to guide us in all our decisions. We work democratically – if we need to make a decision on a matter and opinions are divided, we will take a vote. The decision will go with the majority vote.

Money

Each year we raise the money needed to run Norwich Pride and seek donations from individuals, unions, councils, businesses and fundraising bodies. We have the Pride Shop where we sell rainbow goods and Norwich Pride merchandise. We encourage individuals and groups to organise fundraising events and we seek raffle prizes from local organisations. We have a bank account that has three signatories – 2 signatures are required on each cheque. The treasurer is responsible for the smooth running of the bank account and ensuring that all bills are paid, invoices issued and reasonable expenses reimbursed. The treasurer will give a financial report at each meeting.

Amending the Constitution

The core values, ground rules and structure of the Norwich Pride Collective will be reviewed every year. The constitution can be amended as needed and agreed at a meeting of the steering group.

Dissolving the Norwich Pride Collective

If the Norwich Pride Collective should fold, any money or property remaining after payment of debts will be given to a charity with similar purposes to us.

Norwich Pride Collective Core Values

We base all our decisions on our core values. Everyone who joins the Pride Collective has to agree to uphold them. Our aim is to create a Norwich Pride that is:

- Free, inclusive, accessible
- Promotes equality
- Celebrates diversity
- Inspires creativity
- Builds confidence
- Listens to the community and helps to develop it
- Educates and raises awareness of LGBT issues
- Overcomes intolerance and prejudice of any kind
- Changes negative attitudes
- Is ethical and sustainable
- Promotes local talent and businesses
- Involves people and organisations running their own events
- Encourages enthusiastic volunteers from the community
- Treats people with respect at all times and avoid abusive or discriminatory language
- Works positively and creatively to ensure everyone feels welcome whatever their age, gender, race, disability, sexual orientation, religion or belief

Ground Rules for Members of the Pride Collective

- Uphold our core values
- Do what you say you will do
- Be accountable for what you do
- Behave responsibly when acting in name of Norwich Pride
- When in meetings speak one at a time
- Respect one another's abilities and energy levels
- Dream but be realistic and practical about what we can achieve
- Be open and honest – if you have concerns or worries, express them but try to focus on the positives
- Trust one another
- Respect confidentiality
- Work collectively and democratically – you don't have to agree with every decision we make as a group but you do need to respect them
- Avoid emails/texts that might cause distress – talk to one another about important issues
- If you have concerns about another member of the Collective,
- Talk to the chair or vice-chair who will make an action plan to deal with the issue