**Queer Refugees Unite**

Constitution

v.3 (Updated and agreed 2024)

1. Introduction

The purpose of this document is that it provides a record of what was agreed. New members joining should understand far better what is expected of them, and disagreements as to how the organisation should be managed will be minimised.

The second reason stems from the fact that all members are collectively responsible for the actions of the association. Writing the rules down reminds all members what they may or may not do and therefore helps reduce the possibility that an individual acts in a way that jeopardises the interests of another member.

2. Who the group is for and our inclusivity

The group is for lesbian and bisexual women, and trans and non-binary people seeking asylum and those with Refugee status.

3 . Decision making

Wherever possible, decisions about the group will be made in the weekly zoom meetings which are open to all members. It may be not always be practicable to make all decisions in these meetings, in which case the management committee will make decisions in their separate meetings and relay this to the wider membership.

The management committee will include a chair or co-chairs, a secretary or co-secretaries and a treasurer or co-treasurers, as appointed each year at the AGM.

All members have the opportunity to be a committee member. People can self-nominate and a vote will be taken (for/against) that person being a committee member. The committee will be elected at the Annual General Meeting. The maximum length of time a member can be on the committee is three years, to allow for new voices to be heard as new members join the group. Ideally, there will be some natural turnover of committee members each year so that, after three years, we do not have 100% new committee members which may lead to a lack of guidance and expertise for a time.

If members wish to terminate the membership of the committee of any committee member, this must either be done at the Annual General Meeting or at an Emergency General Meeting (see below on how an EGM is called).

4. Behaviour, confidentiality and safeguarding

The committee has the power to vote on, amongst other issues, the termination of membership. It will be made clear to members that certain standards of behaviour are expected towards fellow members of the group. This Constitution will be shared with all members as they join (and existing members) so that they can read through it and decide whether they agree to the terms in the Constitution, and therefore whether they want to be a member of the group.

No bullying, name calling or harassment of other members will be tolerated. We will not tolerate discrimination based on sex, gender expression, sexuality, nationality, ethnicity, ability, religious belief or size. It is important that our group is a safe space for all lesbian and bisexual women, and trans and non-binary people seeking asylum and those with Refugee status.

To that end, everything discussed in the meeting will be treated as confidential, and not discussed outside of the meeting.

Data handling will be in accordance with the provisions of GDPR: <https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources/>

It is inevitable that disagreements will sometimes arise amongst members, but we will aim to resolve these democratically and respectfully. If these cannot be resolved amongst the members at the weekly meeting, the responsibility for resolving the issue will be passed to the committee.

This section of the constitution should be read in conjunction with the Safeguarding Policy, as agreed at the AGM of October 2024(?)

5. The process as to how to change the rules

The Constitution can be reviewed at the Annual General Meeting and changes made and agreed upon by those present. Changes to the Constitution need to be suggested by 5 or more members and agreed on at the AGM (or EGM) by the majority of members present.

The AGM needs to have at least a quarter of members of the group present in order to be quorate (and thus have the authority to make decisions eg. Make changes to the constitution).

An Emergency General Meeting can be called by 5 or more members should changes to the Constitution be deemed necessary in between the Annual General Meetings.

Constitution agreed 24th October 2022 after AGM on 19th October 2022.

Constitution updated and agreed at our AGM on 18th October 2023.

Constitution updated and agreed at our AGM on 8th October 2024.