

Membership policy

The East Cambs CLT is a membership organisation, open to anyone who lives or works in East Cambridgeshire. This policy elaborates on our membership.

A Purpose and nature of membership

1. East Cambs CLT was incorporated to further the social, economic and environmental interests of the community in East Cambridgeshire. The primary purpose of our membership is to enable any person living or working in that area to jointly own and control the CLT in carrying out that purpose.
2. Every member pays an equal share to join (£1) and has an equal vote at General Meetings.
3. To be eligible, members must be 16 years of age or older, and must meet the other requirements set out in clause 6 of our Rules, and may immediately cease to be a member in the circumstances set out in clause 7 of our Rules.
4. All members should subscribe to the Objects set out in clause 3 of our Rules, and through their actions support the CLT in carrying these out. Members that oppose or frustrate activities carried out by the CLT in line with its objects - and so act contrary to the interests of the CLT - may have their membership terminated.
5. The Board and any Sub Committees shall endeavour to involve the members in reasonable and appropriate ways, to ensure that the organisation is democratic and inclusive.
6. The Board and any Sub Committees shall seek to involve members in developing its key strategic decisions relating to its activity in East Cambridgeshire as a whole, so that they are in line with the views and wishes of the membership as representatives of the local community. The Board and any Sub Committees shall also seek to involve members and the wider local community in the local areas in which it is operating in developing its key strategic decisions about those local areas, so that they are in line with the views and wishes of the membership as representatives of the local community. To this end, the Board and any Sub Committees should periodically consider how they are:
 - a. Understanding the needs and wishes of the local community in which it is operating;
 - b. Exploring with members and the wider community in which it is operating how they would like to be involved;
 - c. Carrying out consultation programmes on key issues, enabling members and the local community in which it is operating to respond in different ways.
7. Members shall receive open communications on the CLT's activity, such as through an email newsletter.
8. Members are under no obligation to attend meetings, or participate in the governance or activities of the CLT. But this shall be encouraged and facilitated. Where possible, members will be provided with training and information to support their participation.

B Membership code of conduct

1. Members are encouraged to engage in and support the activities of the CLT in a positive spirit, and to act in a way that reflects our objects and other rules.
2. Members are also encouraged and expected to reflect the following values in their conduct:
 - a. **Integrity** - putting the social, economic and environmental interests of the community first.
 - b. **Openness** - being as open as possible about the decisions and actions they take.
 - c. **Honesty** - being open and honest about their views and activities.
 - d. **Respect** - showing respect for other members and the local community.
 - e. **Curiosity** - being open-minded about the direction and activities of the CLT.
3. All members are expected to reflect on, and if necessary avoid, conflicts and perceived conflicts of interest between their personal or commercial interests and those of the CLT, especially when voting at General Meetings. Given that members will live or work in the area and so may stand to benefit personally or commercially from the provision of homes and other facilities, and the engagement of professional and trade services by the CLT, some conflicts of interest are inevitable. The CLT will not maintain a register of interests for all members, but members are encouraged to declare any interests at relevant meetings.
4. Anti-social behaviour by members in meetings and while carrying out the activities of the CLT will not be tolerated. Complaints about members will be reviewed by the Board and recommendations for removal may be made to a future General Meeting.
5. Members should note where the Board and Sub Committees request that information is kept confidential, and respect that confidentiality. While the CLT will generally endeavour to be open and accountable to the wider local community, some information may need to be kept confidential for a limited period of time.

C Equality and diversity

1. It is the ambition of East Cambs CLT to build as large and representative a membership as possible. That includes being representative in terms of the local demographics, with particular attention to protected characteristics in the Equality Act 2010.
2. Members may be asked to volunteer demographic information when they join, and this will be kept by the Secretary in an anonymised form in line with data protection regulations.

3. The Secretary shall maintain a demographic profile of the members, and of the wider local community, and present this information to the Board on a regular basis.
4. The Board and its Sub Committees should also reflect the membership, and the local community. We shall use all reasonable endeavours to recruit, train and support Board and Sub Committee members from protected groups under the Equality Act 2010.