

Pride of Irons Constitution

1. NAME

The name of the organisation shall be 'Pride of Irons, the West Ham United LGBT+ Supporters' Club', hereafter referred to as 'Pride of Irons'.

2. OBJECTIVES

The objectives of Pride of Irons shall be to:

- a) Represent and campaign on behalf of LGB&T+ West Ham United supporters, on issues decided by the AGM and/or the Committee of the Supporters' Club, with an overarching goal of combating homophobia, biphobia and transphobia in football
- b) Establish and maintain channels of communication with the Directors and Management of West Ham United Football Club ('WHUFC')
- c) Organise events and services for Pride of Irons members
- d) Promote, maintain and value the history and tradition of WHUFC
- e) Promote and encourage diversity and inclusion within Pride of Irons including gender, gender identity, racial, disability, religious/faith/no faith, cultural, sexual orientation and age diversity.
- f) Encourage the Directors and Management of WHUFC to appreciate, welcome and value the support and participation of all LGB&T+ West Ham United supporters, and ensure that equal opportunities are promoted for all supporters, players and staff
- g) Increase the opportunities for LGB&T+ West Ham United supporters to express their active support of the Club
- h) Promote and advance the views of Pride of Irons to WHUFC and to other appropriate organisations
- i) Affiliate to appropriate football supporters' associations
- j) Make charitable donations as appropriate

3. MEMBERSHIP

- a) Membership is open to any person aged 18 or over who is able to positively contribute to the aims and objectives of the Pride of Irons and support LGB&T people.
- b) Associate membership may be proposed by existing members of the Supporters' Club, subject to approval by the Committee.
- c) Full membership of Pride of Irons shall be open to all LGB&T+ West Ham United supporters, on payment of the appropriate membership fee. All references to 'members' in these rules refer to full members. Membership fees shall be as determined by the committee. Membership shall be renewable on the 1st July each year.
- d) All members are entitled to attend and fully participate and vote at the AGM and any EGM or postal ballot

- e) Any member infringing these rules, and/or bringing Pride of Irons into disrepute, shall render themselves liable to expulsion. A member may be suspended, and recommended for expulsion, by a majority vote of the Committee but shall not be expelled until they have received a full hearing before a disciplinary panel established by the Committee. The member shall have a full opportunity to answer all allegations against them before a decision on expulsion is taken by the panel. Any member expelled shall have the right of appeal to the following AGM.
- f) Members' personal details shall be securely stored in documentary and/or electronic form and shall not be passed to a third party without the member's written consent, unless there is a legal requirement for Pride of Irons to do so.

4. COMMITTEE

- a) The Committee shall consist of up to eight full members.
- b) The period of office for Committee members shall be from the conclusion of the AGM at which the Committee is declared as elected to the conclusion of the AGM the following year.
- c) Within four weeks of an AGM the Committee members shall meet to allocate roles to individual Committee members. At a minimum, the roles to be allocated are Chair, Secretary and Treasurer. Additional roles can be created at the discretion of the Committee, including the role of Co-Chair. If there are to be Co-Chairs, then they shall be of different genders.
- d) All members shall be entitled to stand for election to the Committee.
- e) The Committee shall be entitled to co-opt members to the Committee in the event of there being any vacancies at any time.
- f) The Committee shall collectively take decisions and actions on matters between AGMs, such as public statements and attendance at external meetings.
- g) The Co-Chairs are responsible for, amongst other things, the successful running of the Supporters' Club and overall relationship with stakeholders at WHUFC and other associations. The Co-Chairs shall chair all Pride of Irons meetings at which they are present, alternating duties.
- h) The Secretary shall maintain Pride of Irons' membership database, together with all the membership records. The Secretary shall produce draft minutes of Committee meetings, to be agreed as accurate, subject to any amendments, by the Committee. The Secretary shall convene the AGM on a date agreed by the Committee, and will make all the arrangements for the meeting, including arranging an appropriate venue and providing an agenda for the meeting.
- i) The Treasurer shall ensure that adequate financial records are kept, and shall be responsible for the proper administration of the Pride of Irons' financial affairs. The Treasurer will be responsible for ensuring that Pride of Irons' funds are maintained in an account as decided from time to time by the Committee. Withdrawals from the account shall be by authorised signature of at least two Officers. The financial year of Pride of Irons shall be 1 April to 31 March.

5. ANNUAL GENERAL MEETING (AGM)

- a) The AGM shall be held each summer on a date to be fixed by the Executive Committee, who shall take account of the date of the annual Pride celebrations.
- b) Items and motions for the Agenda and nominations for the Committee must be sought from all members by the Secretary, to be received at least four weeks prior to the date of the meeting.
- c) The Secretary shall ensure that all members are sent notification of the date, time, place and agenda for the AGM not less than three weeks prior to the date of the meeting.
- d) The Secretary shall ensure that copies of the Minutes of the previous AGM and the Pride of Irons Annual Report are available at the AGM.
- f) The Treasurer will be responsible for ensuring that a balance sheet and an income and expenditure account is provided in writing to the AGM in the year following that to which the accounts relate.
- g) The quorum for the AGM shall be ten members.
- h) Should the AGM not be quorate thirty minutes after the published starting time the meeting shall be adjourned to a date not more than two months after the inquorate meeting. All members shall be notified of the new date by the Secretary.

6. COMMITTEE MEETINGS

- a) The quorum for Committee meetings shall be four elected members of the Committee.
- b) It is the duty of all Committee members present to ensure the views of members not present but communicated to the member prior to the meeting are reported accordingly.
- c) All Committee members shall be entitled to vote on all matters before the Committee. The chair of the meeting shall have an additional vote in the event of a tie. Votes will normally be by an open show of hands.
- d) The Committee shall strive to ensure that Pride of Irons' structures, meetings, and communications mechanisms respect and promote the concept of equal opportunities.
- e) The Committee has the power to do all such lawful things as are necessary for the achievement of the objectives.
- f) Minutes shall be kept of all decisions taken by the Committee, to be agreed at the following Committee meeting, following which they shall be available to all members on request.

7. EXTRAORDINARY GENERAL MEETINGS

An EGM may be called:

- a) By resolution of the majority of the Committee or by members constituting at least 10% of the total number of members submitting written notice to the Secretary of their desire for such a meeting.
- b) The Secretary shall convene an EGM within six weeks of receipt of such a requisition unless agreed otherwise with the requisitioners. The Secretary shall send

notice of and the agenda for the EGM to all supporting members not less than seven days before the date of the EGM.

c) The quorum at EGMs shall be twenty members.

d) With the exception of dissolution (see below), resolutions may be passed at an EGM with the approval of a majority of members present, provided the meeting is quorate.

8. AMENDMENTS TO THESE RULES

a) Amendments to these rules may be proposed by the Committee or by any member.

b) Any proposed amendments to these rules shall be submitted to the Secretary in writing not less than four weeks prior to the date of the AGM or EGM called for the purpose.

c) An amendment to these Rules shall require a two-thirds majority of members present at the AGM or EGM.

9. DISSOLUTION

a) A motion to dissolve Pride of Irons shall only be considered at an AGM or EGM of which all members have received at least four weeks written notice. The notice of the meeting shall contain the motion to dissolve the Association. A motion to dissolve Pride of Irons may be proposed by the Committee or by a proposal signed by at least 10% of members.

b) To dissolve Pride of Irons three-quarters of the members' present must vote in favour of a resolution proposing dissolution.

c) On the dissolution of the organisation, once any debts have been settled, any outstanding monies or property of the association shall be given to an organisation with similar aims and objectives. The beneficiary organisation shall be as decided by the Committee.