

EQUALITY AND DIVERSITY POLICY

Policy Statements:

Diversity

AWSLG Ltd will encourage diversity to maximise achievement, creativity, and good practice and to bring benefit to individuals and the community. AWSLG encourages all members and plot holders to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing they will be treated with respect and that their contribution will be valued.

AWSLG will endeavour to deliver services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access, not barriers to individuals.

Equal Opportunities

No member, Plot holder or Volunteer should receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin; sex; marital status or caring responsibility; sexual orientation; age; physical, sensory, or learning disability; mental health; political or religious beliefs; class.

Nor will such person's sex, disability, race, marital or civil partnership status, sexual orientation, religion, colour, nationality or ethnic or national origin, age, be disadvantaged by conditions or requirements which cannot be shown to be justifiable. This principle applies to all aspects of the AWSLG Ltd activities

1. Aims and Objectives

The aims and objectives of the Equality and Diversity Policy are to:

- a) encourage, promote, and celebrate diversity in all our activities
- b) ensure equal access to allotments,
- c) ensure compliance with legislation on discrimination
- d) promote equal opportunities in other areas not currently covered by legislation.
- e) create an environment free from harassment and discrimination.
- f) maximise the use of resources in the best interests of members, plot holders and volunteers
- g) confront and challenge discrimination where and whenever it arises, whether it be between plot holder, Committee and Plot holders or in any other area relating to the activities.

2 Policy Implementation

Responsibility for implementing and developing the policy and for overall co-ordination rests with the Management committee. However, the Management Committee believes that all members have an individual responsibility to accept the policy and ensure a personal involvement in its application; to co-operate actively to ensure that the environment we desire is a reality. Therefore, the Management Committee requires individuals:

- a) To implement measures introduced by the Management Committee to ensure equality of opportunity, diversity, and non-discrimination.
- b) Not to harass, abuse or intimidate any other allotment holder or participant on the grounds of race, colour, nationality, ethnic or national origin; sex; marital or civil partnership status or caring responsibility; sexual orientation; age; physical, sensory, or learning disability; mental health; political or religious beliefs; class; health status; employment status; unrelated criminal convictions; union activities.
- c) To inform the Management Committee in writing if they suspect discrimination is taking place.

3. The Management Committee will:

- a) Ensure that grievances are dealt with in a fair and consistent manner and in line with the AWSLG Complaint policy
- b) Ensure that individuals are aware of their legal responsibilities and the AWSLG Equality and Diversity Policy.
- c) Promote actively the benefits of diversity

4. Procedure

- a) Any member, volunteer or visitor who feels they have been a victim of discrimination or unfairly treated in any way contrary to the intention of this policy should raise the issue with the Management Committee in writing. This will result in an investigation as outlined in the Complaints Policy/ Procedure.

AWSLG Executive Committee

Date Approved: 3rd August 2022

Signed.....J Tapping

Associated Policies: Complaints Policy. Code of Conduct, Tenancy Agreement and Regulations