

The Grapes Hill Community Garden Group EQUAL OPPORTUNITIES POLICY

The Grapes Hill Community Garden Group is committed to equal opportunities policy and practice and will ensure that all volunteers and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

In implementing this policy the Grapes Hill Community Garden Group will take account of existing legislation: the Race Relations Act 1976, the Sex Discrimination Act 1975, the Equal Pay Act 1970 and the Disability Discrimination Act 1995.

This equal opportunities policy will be implemented across all aspects of the organisation's work in :-

the appointment of members to its Management Committee;

the appointment of officers and volunteers;

all dealings with its members and members of the public.

MANAGEMENT COMMITTEE

The Grapes Hill Community Garden Group will aim to ensure that the Management Committee of the organisation is representative of the membership and location in so far as people are willing to sit on the management committee and are voted into position according to the rules of our constitution. The Executive Committee will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed.

VOLUNTEERING

The Grapes Hill Community Garden Group will ensure that no nominee officer or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation.

Volunteers working with the Group will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate.

The Grapes Hill Community Garden Group will also ensure that the changing and developing needs of volunteers are recognised and appropriate adjustments made to their needs as appropriate

PUBLIC AND SERVICE USERS

The Grapes Hill Community Garden Group aims to make its services accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent volunteers, members of the group or members of the public from having equal access to the group's activities. This will include:

ensuring that activities take place in venues and premises which are accessible to disabled people,

providing facilities for disabled people to enable them to participate fully in activities, e.g. raised beds for sowing and planting, designed in consultation with associations with expertise and experience in gardening and disability issues.

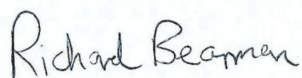
ensuring that the design of publicity material takes account of the needs of disabled people in terms of print, format and information on access;

encouraging and enabling people from under-represented groups to attend and participate.

General Statement of Aims:

To bring the people living in this area, and any other interested parties, together through active involvement in a project that will turn this site into an area of beauty for the benefit of the whole community.

The ultimate goal is to bring an additional green space to a busy urban area providing a place for peace, exercise, recreation, gardening opportunities (including the production of locally grown food for the community), skill sharing, composting, water collection, and other community events, for all age groups and with full access and full involvement for those with disabilities, including wheelchair users; the key motto being 'inclusivity'.



Signed by Chair of Trustees

February 2016

Reg charity No: 1156616

Reviewed and signed Nov 2017

Reviewed and signed July 2019

Reviewed and signed March 2021