



Equality and Diversity Policy

Scope

This Equality and Diversity policy applies to the Board of Trustees, self-employed community gardeners, and volunteers who maintain the community garden; as well as individuals or organisations who carry out activities and events for the community garden, either on a voluntary or paid for basis. For brevity we refer to all such individuals and groups as the 'garden' or 'garden members' in the policy that follows. We are open to the public at specified times on a drop-in basis and at other events organised by the garden.

Aims

We aim to create an atmosphere of friendship, respect, and care for each other.

We will treat everyone equally. This particularly applies in relation to the 'protected characteristics', named in the Equality Act 2010. These protected characteristics are age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We will not tolerate any form of bullying, harassment, disrespectful or discriminatory behaviour.

We value the diversity of our local community. We value the differences and the individual contributions that people can bring to the garden; based on their heritage and personal circumstances, reflective of the protected characteristics noted previously.

We aim to respond to the individual needs of garden members and encourage their participation in making the garden a happy and productive place.

We will aim to work with the community and partners, such as Streatham Common Cooperative and Friends of Streatham Common, to provide accessible and relevant service provision that responds to garden members' needs.

Application

Overall responsibility for this policy rests with the garden's Board of Trustees.

If any volunteer or user feels uncomfortable with the actions or words of another garden member, they should raise with a Trustee or a community gardener; one of whom will be on site. They in turn will discuss the relevant concerns with the person who is the focus of complaint. They will explain the garden's expected standards, whilst recognising that the person may be initially unaware of the impact of their actions or words. Anyone requested to stop unacceptable behaviour is, however, expected to comply without delay.

The Trustees will reflect the aims of this policy when submitting bids for funding, when planning garden activities, workshops, social events and preparing publicity.

This policy will be reviewed in accordance with changes to the law and the needs of the garden. Reviews will be at minimum annually prior to the AGM, or more frequently if necessary.

6th June 2022