

EQUALITY & DIVERSITY POLICY



Introduction

1. The Friends of Woodthorpe Grange Park (FoWGP) is a not-for-profit organisation run by a committee of volunteers.
2. The FoWGP is based at: Woodthorpe Grange Park (c/o Nottingham City Council), Woodthorpe Drive, Woodthorpe, Nottingham. NG5 4HA. One of the committee members has particular responsibility for safeguarding.
3. This policy has been drafted by a Committee member that has received basic training in their workplace and as a School governor.
4. The Chairperson (as an emergency action) has adopted this policy and expects every adult working or helping at the FoWGP to support it and comply with it.
5. The Treasurer (also as an emergency action) is the appointed Equality and Diversity Officer at least until the 2021 AGM.
6. Consequently, this policy shall apply to all committee members and volunteers working or acting on behalf of the FoWGP.
7. This policy applies to all volunteers and committee members.

Equal Opportunities statement

FoWGP recognises that the Equality Act 2010 has specified 9 areas that are termed in the legislation as protected characteristics. These are age, sex, race, disability (including mental illness), pregnancy, marital status, sexual orientation, gender reassignment and religious background. In addition, responsibility for dependents, income level or criminal record are further examples where people experience discrimination or lack of opportunity for reasons which are not fair. FoWGP is committed equality opportunity which respects the identity, rights and value of each

individual. FoWGP is positively committed to oppose all direct and indirect discrimination in the organisation.

FoWGP will:

- Challenge discrimination and lack of opportunity in its own policy and practice, encouraging other organisations and individuals to do the same.
- Aim to create a culture that respects and values each other's differences and recognises that difference/diversity is a great asset to the organisation – to its work and the people it serves.
- Ensure all employees, volunteers and Committee Members be made aware of the objectives within this policy and encouraged to support its objectives.

Discrimination, bullying, harassment or exclusion are unacceptable and behaviour of this kind will not be tolerated.

Membership

- Diversity amongst members will be valued and individual skills will be promoted and utilised.
- The same opportunities for involvement will be provided for every member with regards to training, election of officers, the formation of sub-groups and the delegation of tasks.
- The differing needs of individual members will be taken into account when booking venues and arranging the dates and times for meetings. Meetings will be arranged so that as many people as possible have the opportunity to attend and to gain access to a venue.

Involving and representing the community

- The Committee will actively seek to increase membership in order to represent an accurate cross-section of the community, including hard to reach groups and those who are under-represented.
- The Committee will attempt to increase involvement and representation by advertising meetings in a wide variety of locations including libraries, shops, schools, community centres, places of worship, health centres and colleges.
- Publicity and advertising will be made available in a variety of different formats.
- The Committee will seek to assist minority and hard to reach groups by identifying their needs in the community and establishing links with other organisations eg. youth groups, pensioners groups etc.

Conduct during meetings

- The Committee will not tolerate racist, sexist, discriminatory or derogatory remarks during meetings, when conducting committee business or when representing FoWGP. Unacceptable behaviour
- Volunteers have a duty and responsibility to report any incidents of harassment or discrimination to the Committee.

- Incidents of discrimination or harassment will be treated seriously by the Committee. Incidents will be thoroughly investigated and dealt with fairly.

Implementing and following the policy

- Committee Members will strive to become an example of equal opportunities by adhering to all responsibilities as outlined in the Equality & Diversity Policy.
- The implementation and effectiveness of the Equality & Diversity Policy will be monitored and reviewed on an annual basis.
- Improper conduct could result in termination of either committee involvement, group membership (when launched) and/or participation in FoWGP activities, as determined by the Chairperson, responsible for conduct.

Version DRAFT v0.1 January 2021.
Written by Matt Wilson, Treasurer.

Approved by:

Alex Staniforth, Chairperson
Date: 21 January, 2021

Next review of this policy January 2022.