



## Offley Allotment Association Equality and Diversity Policy

Offley Allotment Association is committed to the principle of equality of opportunity and diversity and recognises that members, allotment tenants, volunteers, visitors or users of our allotments, should not experience discrimination on any grounds. The Association will comply with The Equality Act 2010, the statute replacing previous anti-discrimination laws. It applies to all organisations that provide a service to the public, sell goods or provide facilities, irrespective of whether they charge for them. (Further information on The Equality Act 2010 can be found here: <https://www.gov.uk/guidance/equality-act-2010-guidance>)

### 1. To promote equality and diversity in our association, Alsager Gardens Association will:

- Encourage, value and manage diversity and to promote equality of opportunity in all areas of our work and structure, and will take positive action in the areas of volunteering, representation, membership and in delivering our services.
- Recognise that many people in our society experience discrimination. It is our policy that no person or group of people should suffer oppression or lack of opportunity because of their gender, race, nationality, disability, sexuality, age, HIV status, class, geographical location, trades union activity, marital status, political activity or religious activity.
- Believe that all forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not.
- Aims to provide an environment where all volunteers, members, users and visitors to our allotments are valued and respected and where discrimination and harassment are not tolerated.
- Recognise that The Equality Act 2010 identifies people who have an attribute defined as a 'protected characteristic' and prohibits discrimination against them by reason of that attribute. The characteristics that are protected by the Act are:
  - Disability
  - Age
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation

### Definitions

- *'Equality'* means understanding and seeking to remove the different barriers to equal opportunities for different groups of people.
- *'Discrimination'* is acting unfairly against a group or individual through actions such as exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.
- *The term 'disability'* applies to a person who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out their normal day-to-day activities.
- *'Race'* includes ethnic or national origins, colour or nationality.

### Implementation

It is the responsibility of the Management Committee to implement this policy, and to review



it annually. Members, committee members, tenants of our allotments, volunteers and have a duty to co-operate with the Committee to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination.

If you suspect a discriminatory act or practice or a case of bullying or harassment, you should draw this matter to the attention of a member of the Management Committee. The Committee will ensure that the users of this policy are made aware of its contents and responsibilities by notifying all users of the policy. Copies of this policy will be freely available to members, volunteers, and any other interested parties.

**Action we will take**

We will:

- Develop an organisational culture that positively values diversity.
- Achieve, wherever possible, an Association membership and Committee membership that broadly reflects the local community in which we operate and is representative of all sections of society.
- Ensure that individuals are treated fairly in all aspects of their dealings with the Association.
- Make it clear that intimidation, harassment and bullying will not be tolerated and may lead to action to terminate membership and/or tenancy of an allotment.
- Ensure that all Association activities are led in a way which promotes awareness of the rights and needs of the people who face discrimination and enables all people to have access to them.
- Ensure that premises used in relation to our activities are accessible and inviting for all members of the community.
- Challenge any discrimination or oppressive behaviour from and towards any members, volunteers, clients or agencies we work with.
- Work in a way that recognises peoples' individual needs.
- Regularly evaluate this policy and seek feedback from those who are affected by it.