



EQUALITY, DIVERSITY AND INCLUSION POLICY

Introduction

Dunton Community Garden (DCG) believes in working towards creating a fair society, one where every individual has an equal chance to live free from discrimination, harassment and prejudice.

We aim to ensure equal access to all our work and to provide services in a manner that is mindful of individual circumstances, whatever their background. We will cater to and represent the needs of our diverse communities to other agencies and make equal opportunities a key guiding principle in all our work with our partners, regardless of who these may be.

DCG acknowledges its responsibility to put its policy into practice through awareness, training, education and support for its trustees and volunteers where appropriate.

DCG will take all practicable steps to ensure that we reflect the community we serve, removing any real or perceived barriers to employment or access to our services. It is the responsibility of everyone to uphold, implement and champion this policy and its intent.

The policy will be implemented within the framework of relevant legislation, in particular the **Equality Act 2010** which identifies 9 protected characteristics in relation to discrimination (i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

Information in regard to business, equality and human rights can be found at: <https://www.equalityhumanrights.com/en/advice-and-guidance/guidance-small-businesses-and-human-rights>

Aims of this policy

DCG aims to:

- provide appropriate, accessible and effective services and facilities to all those in the communities we serve, without prejudice or bias
- ensure the participation of those from minority or disenfranchised groups, in the design of services and the assessment of service delivery to provide better services reflecting the needs of all members of these communities.

- regularly review our service specifications, plans and procedures, to ensure that these are fair, comply with all relevant legislation in which we operate, and are free from discriminatory practice
- ensure that all those in the communities we serve are aware of their rights to fair and consistent treatment when using our services and of their right to complain if they believe they have been treated unfairly
- ensure that organisations we contract with to provide services or who we receive funding from are demonstrably committed to equality of opportunity and practices of inclusion.

Legislation and Regulation

Legislation that needs to be complied with is not contained in one act but includes:

- **Equality Act 2010**
- Race Relations Act 1976
- Sex Discrimination Act 1975
- Disability Discrimination Act 1995
- Human Rights Act 2000
- Employment Relations Act 1999
- Part-time working regulations 2000
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006

Discrimination

DCG has an obligation to uphold the law pertaining to the nation in which we operate. We will, insofar as is possible, be proactive in our approach by identifying and removing any potential area for acts of discrimination before it occurs.

We will, as an organisation, take a zero-tolerance approach to any acts of:

- Direct discrimination
- Indirect discrimination
- Harassment
- Associative discrimination
- Perceptive discrimination
- Victimisation
- Failure to make reasonable adjustments

Commitment to volunteers and users of the Garden

It is our aim to offer a framework which promotes equality, diversity and inclusion and make reasonable adjustments for those who have additional requirements and needs.

Should a concern be raised, this should be reported to a trustee, who will deal with the concern in the first instance within 10 working days. Should further action be required, the matter will be passed to the Chair of Trustees, who will also respond within 10 working days

Embedding the policy

Broader equality and inclusion monitoring will be embedded to ensure that the aims of this policy are embedded across every aspect of the DCG. We will design and deliver Equality and Inclusion CPD across the organisation and will celebrate our diversity.

Monitoring and review

This policy will be monitored periodically to assess its continued effectiveness. We will also update the policy in accordance with any relevant changes in legislation.