

BOHEMIA WALLED GARDEN (BWGA) EQUALITY POLICY

POLICY STATEMENT

1. The BWGA recognises that discrimination and victimisation is unacceptable and that it is in the interests of the organization to utilise the skills of all members. It is the aim of the BWGA to ensure that no member/volunteer receives less favourable facilities or treatment (either directly or indirectly) on the grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (**The protected characteristics**).
2. Our aim is that our members/volunteers will be truly representative of all sections of society and that each member/volunteer will feel respected and able to give of their best.
3. We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all in our organization.
4. All members/volunteers will be treated fairly and with respect. All will be helped and encouraged to develop their full potential and the talents and resources of all will be fully utilised to maximise the efficiency of the organisation.
5. BWGA members/volunteers will not discriminate directly or indirectly, or harass others because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation when engaging in any activity that is organized by the BWGA.
6. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

OUR COMMITMENT

- To create an environment in which individual differences and the contributions of all our members/volunteers are recognised and valued.
- Everyone is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- To promote equality in this organization for members/volunteers and all others that the BWGA may be involved with at any time in the day to day management of the organization.
- The BWGA will review practices and procedures to ensure fairness.
- Breaches of the equality policy will be regarded inappropriate and will be dealt with by the BWGA Committee
- This policy is fully supported by the BWGA Committee.
- The policy will be monitored and reviewed annually prior to the AGM as part of the annual Management Report

RESPONSIBILITIES OF THE BWGA COMMITTEE

Responsibility for ensuring the effective implementation and operation of the arrangements will be with the BWGA Committee.

They will:

- comply with the policy and arrangements
- not discriminate in their day to day activities or induce others to do so
- not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics
- deal with grievances concerning discrimination properly, fairly and as quickly as possible;
- ensure that proper records are maintained as minutes from committee meetings
- a copy of this document will be displayed on the BWGA web site
- ensure that no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.

RIGHTS OF DISABLED PEOPLE

The BWGA attaches particular importance to the needs of disabled people.

Under the terms of this policy the BWGA Committee will do all they can to encourage disabled people to be members of the organization and take part as is possible, to make the access to the garden as disability friendly as possible.

MONITORING

- The BWGA deems it appropriate to state its intention not to discriminate and assumes that this will be translated into practice consistently across the organisation as a whole. Accordingly, a monitoring system will be introduced to measure the effectiveness of the policy and arrangements.

REVIEW The policy will be reviewed annually.

ADOPTED DATE **10 10 15** **Minutes date 10 10 15**

Signatures

Chair
Secretary
Treasurer

Paper copy with Secretary

