



## **Equality and Diversity Policy**

### **Aims**

Friends of Friendly Gardens is open to all residents of St Johns. We aim to help the to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat everyone in our community equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### **Accessibility**

All our meetings will be held in venues that are accessible to wheelchair users.

We are committed to ensuring any resident of St John's is able to attend our activities, so we will reassess our access requirements to meet the needs of new members.

### **Diversity**

Friendly Gardens is a green space for all the community. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The Gardens should be open to new ideas, and particularly prioritise opportunities for residents to share their cultural heritage with one another. We would like to facilitate events that embrace our differences.

### **Inclusion and respect**

Every resident of St Johns should be made to feel equally welcome and included at all Friends of Friendly Gardens meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the within Friends of Friendly Gardens.

## Dealing with discrimination and harassment

If any community member feels they have been discriminated against by Friends of Friendly Gardens or harassed at an event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against Friends of Friendly Gardens as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Friends of Friendly Gardens constitution. FOFG will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

*This policy was adopted at a meeting of Friends of Friendly Gardens on the 14th September 2023 and will be reviewed at least every 2 years.*

*Signed:*

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