



Equality and Diversity Policy

The Friends of Westwood Park (FoWP) is committed to being an organisation in which everyone is included and valued and which provides equality of opportunity and freedom from discrimination.

Policy Statement

We at FoWP are committed to achieving an organisation in which everyone, whatever their socio-economic or personal characteristics, feels included and valued, and which provides equality of opportunity and freedom from discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religious beliefs, economic status, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the organisation and to encourage full contribution from its diverse community. FoWP is committed to actively opposing all forms of discrimination.

FoWP also aims to ensure that all the activities which we organise are open and accessible to all. FoWP believes that everyone is entitled to be treated with respect and dignity, and to feel included and valued.

Objectives of this Policy

To reduce, stop and prevent all forms of discrimination.

To encourage practices and ways of interacting with people that make everyone involved with FoWP feel included and valued.

Designated Officer for Equality and Diversity

The Chair of Friends of Westwood Park

Definition of Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religion, economic status, age, sexual orientation. Discrimination may be direct or indirect.

What is inclusion?

5.1. When we refer to people feeling included, we mean that they feel a sense of belonging and a sense of feeling respected and valued for who they are. All in positions of responsibility within FoWP will work on improving its ways of working and its methods and styles of interaction so that everyone involved with our organisation feels they belong and feels engaged and connected to the extent that they want to be.

5.2. Inclusion is a universal human right whose aim is to embrace all people, irrespective of their socio-economic and personal characteristics. It is about valuing and welcoming all individuals, giving equal access and opportunity to all and removing both discrimination and other barriers to involvement.

5.3. Work towards inclusion must be pro-active, involves and understands that everyone has something to contribute and everyone needs to feel welcomed, comfortable and valued for the contributions they do make.

Responsibility for the Implementation of this Policy

The active commitment and co-operation of those involved with FoWP is essential for the success of this Policy. However, the ultimate responsibility for achieving the objectives of this Policy, and for ensuring compliance with relevant Legislation and Codes of Practice, lies with the elected Officers. FoWP reps are expected to set a leading example in following this Policy and to encourage all participants to abide by this policy.

All FoWP reps are encouraged to act in a way that does not subject any others to direct or indirect discrimination on the grounds of race, colour, nationality, economic status, ethnic origin, gender, marital status, disability, religion, age or sexual orientation.

Acting on Discriminatory Behaviour

Any issues, concerns or specific allegations of discriminatory behaviour should be initially directed to the Chair, and if unresolved may be brought up at the following general meeting.

The Extent of the Policy

FoWP will work pro-actively to apply the provisions and spirit of this policy in their day-to-day activities and interactions with everyone involved with the organisation. FoWP seeks to ensure that any sub-contractors, agents, etc act in accordance with this Policy, but accepts no liability for the actions of sub-contractors and agents.

This policy will be reviewed bi-annually.