



Equality & Diversity Policy

The Friends of King Henry's Walk Garden are committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Aims

We aim to create a safe and welcoming environment for everyone at the Garden in an atmosphere of friendship, mutual respect and care for one another.

Diversity and Accessibility

We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people assessing the access provisions to ensure that anyone is able to participate.

The eligibility provisions for specific groups at the Garden are given in the annex to this policy.

Inclusion and Respect / Code of Conduct

- People will be treated with dignity and respect. Their feelings will be valued and respected at all times.
- Language or humour that people find offensive will not be tolerated.
- Harassment, abuse or intimidation are unacceptable. Such incidents will be not be tolerated.

Discrimination and Harassment / Dealing with Complaints

- The Management Committee will investigate complaints of discrimination and harassment thoroughly.
- They will provide opportunities for the person making the complaint to speak in a safe environment about their experience.
- If the complaint is against a particular individual, the Committee will hear their point of view.
- They will determine the action to take based on the principle of continued inclusion and safety for anyone experiencing discrimination or harassment.
- Any decision to terminate someone's membership for discriminatory or harassing behaviour will be made in line with the Garden Rules.

Review

This policy will be reviewed every 3 years.

It was last updated on 18/05/2020

The beneficiaries of King Henry's Walk Garden (The Garden) are its members, the local community and the general public who take part in the activities there.

Key holder membership is open to all. Plot holder membership is restricted to residents living in the catchment area. As the number of growing plots is limited these are allocated according to objective criteria set out in the membership policy. Priority is given to applicants with special needs and those with minimal or no access to outside space.

Trustees and management committee members are elected by the membership in annual general meeting. Others may be appointed by the board or committee to fill vacancies that arise during the year. Occasionally trustees may be recruited on a pro-bono basis to cover identified gaps in skills or experience needed by the board for effective governance of the charity.

The acceptance of volunteer assistance for a particular role is made on merit, the sole selection criterion being the individual's suitability to carry out the tasks concerned. Information about the volunteer not relevant to the performance of the role and tasks will be disregarded in terms of selection.