



Equality, Diversity, and Inclusion 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, ethnic or national origins, family circumstances, nationality, political beliefs and affiliations, socio-economic background, or other quality.

Aims

- The Friends of King Henry's Walk Garden aim to create a safe and welcoming environment for everyone at King Henry's Walk Garden in an atmosphere of friendship, mutual respect, and care for one another.
- All beneficiaries (as noted in the annex) have rights and responsibilities in relation to this policy.
- The Friends of King Henry's Walk Garden expect all members to become familiar with and observe the spirit and letter of these equality, diversity and inclusion related policies and practices.

Diversity and Accessibility

- The Friends of King Henry's Walk Garden 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 King Henry's Walk 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.
- Harassment, abuse, or intimidation are unacceptable. Such incidents will not be tolerated.

Discrimination and Harassment / Dealing with Complaints

- The management committee of King Henry's Walk Garden will investigate complaints of discrimination and harassment thoroughly.
- The management committee 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 management committee will also hear their point of view.
- The management committee 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.
- The Friends of King Henry's Walk Garden are supported in this by the Equality Act 2010 which provides a legal framework to protect people from discrimination, harassment and victimisation in the workplace and wider society



Review

This policy will be reviewed every three years.

Date: January 2024

Annex

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

Keyholder membership is open to all.

Plotholder 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 the 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 ability to carry out agreed tasks.