

# Chapel Allerton Allotment Gardeners Association

## Equal Opportunities Policy

### 1. Statement of policy

The Association recognises that everyone has a contribution to make to our society, and a right to equal treatment. We aim to ensure that no-one will be discriminated against by us on the grounds of:

- age
- class
- employment status
- physical or mental disability or mental health
- political belief
- race
- religion
- sex
- marital status, civil partnership or caring responsibilities
- gender reassignment
- sexuality
- unrelated criminal convictions

### 2. Scope.

The policy applies to all members, plot holders and others who work with us.

### 3. Equality commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate

- Regarding all breaches of equal opportunities policy as misconduct which could lead to termination of membership of the Association or of tenancy.

#### **4. Implementation**

The Chairperson has specific responsibility for the effective implementation of this policy. Each committee member also has responsibilities and we expect all our members to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to members, ploholders and relevant others
- Incorporate equal opportunities notices into general communications practices (eg, newsletters, website)
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

#### **5. Monitoring and review**

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of our equal opportunities policy will be reviewed annually and action taken as necessary.

#### **6. Complaints**

Members or ploholders who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter either in writing or in person to the Committee. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Signed

Chair

Date: