



Garden Regeneration Over Ward Community Association, Registered Charity 1091285.

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## Knutsford GROW Equality & Diversity Policy

Knutsford GROW is committed to the principle of equality of opportunity and diversity and recognises that volunteers, service users, contractors, trustees and members should not experience discrimination on any grounds.

To promote equality and diversity in our organisation, we will:

- Encourage, value and manage diversity and promote equality of opportunity in all areas of our work and structure, and will take positive action in the areas of volunteering, representation, membership and service provision.
- Recognise that many people in our society experience discrimination. It is our policy that no person or group of people should suffer oppression or lack of opportunity because of their gender, race, nationality, disability, sexuality, age, HIV status, class, marital status, political or religious activity.
- Believe that all forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not.
- Aim to provide an environment where all volunteers, contractors, trustees, members and service users are valued and respected and where discrimination and harassment are not tolerated.
- Recognise that The Equality Act 2010 identifies people who have an attribute defined as a 'protected characteristic' and prohibits discrimination against them by reason of that attribute.

### Definitions

'Equality' means understanding and seeking to remove the different barriers to equal opportunities for different groups of people.

'Discrimination' is acting unfairly against a group or individual through actions such as exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.

The term 'disability' applies to a person who has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out their normal day-to-day activities.

'Race' includes ethnic or national origins, colour or nationality.

The Equality Act 2010 is the statute replacing previous anti-discrimination laws. It applies to all organisations that provide a service to the public, sell goods or provide facilities, irrespective of whether they charge for them.

(Further information on The Equality Act 2010 can be found here:

<https://www.gov.uk/guidance/equality-act-2010-guidance>)

### Implementation

It is the responsibility of the GROW Board of Trustees to implement this policy and review it annually.

Volunteers, service users, contractors, trustees and members have a duty to co-operate with Knutsford GROW to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. They should draw the attention of a co-ordinator or trustee to suspected discriminatory acts or practices or cases of bullying or harassment.

GROW will ensure that the users of this policy are made aware of its contents and responsibilities by presenting it in a suitable form, offering an accessible copy where appropriate. All trainers, facilitators and consultants contracted to work for GROW will be required to support our Equality and Diversity policy.

Copies of this policy will be freely available to co-ordinators, volunteers, trustees, members and any other interested parties. A copy will be displayed in our garage with other legal notices. Training will be arranged, as the Trustees deem necessary, on issues of equality and diversity that may arise.

We will take the following actions:

- Develop an organisational culture that positively values diversity
- Achieve, wherever possible committee membership and group of volunteers that broadly reflect the local community in which we operate and is representative of all sections of society
- Ensure that individuals are treated fairly in all aspects of their dealings with GROW
- Make it clear that intimidation, harassment and bullying will not be tolerated

- Ensure that all our services are provided in a way which promotes awareness of the rights and needs of the people who face discrimination and enables all people to have access to them
- Encourage the development of skills and knowledge through training
- Challenge any discrimination or oppressive behaviour from and towards any volunteers, beneficiaries, coordinators or agencies we work with
- Work in a way that recognises people's individual needs
- Regularly evaluate this policy and seek feedback from those who are affected by it

**POLICY DATED:** April 24 2024

**REVIEW DATE :** *1 year after date of policy*