



Last amended: 06/12/2023

To be reviewed: 06/12/2024

GRETTY STREET COMMUNITY ALLOTMENTS ASSOCIATION

EQUAL OPPORTUNITIES POLICY

1. Policy Statement

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

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| a) age | f) race |
| b) Class | g) religion |
| c) employment status | h) sex |
| d) physical or mental disability or mental health | i) marital status or caring responsibilities |
| e) political belief | j) sexuality |
| | k) unrelated criminal conviction |

2. Scope

The Equal Opportunities Policy applies to all members, and visitors and others who work with us.

3. Equality Commitments

We are committed to:

- promoting equality of opportunity for all everyone.
- promoting a harmonious environment in which everyone is treated with respect.
- preventing 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 the Equal Opportunities Policy as misconduct which could lead to termination of Association membership and tenancy.

This policy is fully supported by the Management Committee and has been agreed with all plot holders.



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4. Implementation

The Chair of the Committee has specific responsibilities 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 an equal environment which is its objective. In order to implement this policy, we shall:

- a) communicate the policy to plot holders and relevant others.
- b) incorporate equal opportunities notices into our general communication (e.g., newsletters and website)
- c) obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our association.
- d) ensure that adequate resources are made available to fulfil the objectives of the policy.

5. Monitoring and Review

We have established appropriate information and monitoring systems to assist the effective implementation of our Equal Opportunities Policy. The effectiveness of the policy will be reviewed annually, and action will be taken as necessary.

6. Complaints

Plot holders 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 Management Committee. All complaints will be dealt with seriously, promptly, and confidentially.



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