

LITTLE MOOR ALLOTMENTS ASSOCIATION

EQUALITY AND DIVERSITY POLICY

In this policy the elected officers and/or appointed Trustees of the Charitable Incorporated Organisation known as 'Little Moor Allotments Association' who constitute the Committee are referred to as 'Trustees' and the plotholders who pay rent to lease a plot are referred to as 'members'

Little Moor Allotments Association is committed to the principle of equality of opportunity and diversity and recognises that members, volunteers, visitors or users of our allotments should not experience discrimination on any grounds.

Little Moor Allotments Association (the "Association") will comply with The Equality Act 2010, 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.

To promote equality and diversity in our association, the Association will:

- Encourage, value and manage diversity and to 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 in delivering our services.
- 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, geographical location, trades union activity, marital status, political activity 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, members, users and visitors to our allotments 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.

The characteristics that are protected are:

- Disability
- Age
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race

- Religion or belief
- Sex
- Sexual orientation

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 that 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.

Implementation

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

Members, including committee members and Trustees, volunteers and visitors have a duty to co-operate with the Association Committee to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination.

If you suspect a discriminatory act or practice or a case of bullying or harassment, you should draw this matter to the attention of a member of the Committee or email littlemoorsecretary@gmail.com

The Association will ensure that the users of this policy are made aware of its contents and responsibilities by notifying all users of the policy, publicising by email and on allotment site notice boards.

All those contracted to work for the Association will be required to support our Equality and Diversity policy.

Copies of this policy will be freely available to members, volunteers, and any other interested parties.

Action we will take

We will:

- Develop an organisational culture that positively values diversity
- Achieve, wherever possible, a membership and committee membership that broadly reflects 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 the Association.
- Make it clear that intimidation, harassment and bullying will not be tolerated and may lead to action to terminate membership (see Harassment and Bullying and Complaints Policies).
- Ensure that all our services are provided in a way which promotes awareness of the rights and needs of the people who face discrimination.
- Challenge any discrimination or oppressive behaviour from and towards any members, volunteers, clients or agencies we work with.
- Work in a way that recognises peoples' individual needs.
- Regularly evaluate this policy and seek feedback from those who are affected by it

Adopted July 2025

To be reviewed July 2026