



# Tarvin Community Woodland Trust Ltd

## Policy Documents

# Equality and Diversity

Tarvin Community Woodland Trust is committed to encouraging equality and diversity and eliminating unlawful discrimination and harassment. The aim is for the Trust to be truly representative of all sections of society and for everyone to feel respected. The Trust - in providing our facilities - is also committed against unlawful discrimination or harassment of any of our volunteers or woodland users.

This policy's purpose is to set the tone by which the Trust will work in order to:-

- provide equality, fairness and respect for all who are involved in any way with the Trust and, where it applies, not unlawfully discriminate (because of the Equality Act 2010) by reference to protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- oppose and avoid all forms of unlawful discrimination or harassment. This includes in dealing with grievances or in other developmental opportunities.

The Trust commits to work to:

- encourage equality and diversity amongst the membership of the Trust and the users of the woodland.
- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
- provide (so far as is reasonably and practically possible) equal access to the woodland: this means that where there are special needs or disability which prevents access, we will take reasonable steps to make suitable arrangements to accommodate the needs of the individual.
- treat everyone with respect: this means listening, seeking to understand, and respecting differences of others.
- behave fairly and decently: this means being open minded and unprejudiced to others.

The Trust recognises the benefits of having a diverse membership and volunteer group and will take steps to ensure that selection criteria and processes do not discriminate unjustifiably on the grounds of disability; gender; marital status; race; racial group; colour; ethnic or national origin; nationality; religion or belief; or sexual orientation.

### Monitoring and review

This policy will be monitored and reviewed annually to monitor its appropriateness, measure its progress and judge its effectiveness.

Following review, any changes made will be recorded in a new version of this policy document and distributed to all Trustees.

Updated 5<sup>th</sup> July 2019