

# Bidford On Avon Allotment Association (the Association)

## Equality and Diversity Policy

**This policy shall incorporate and be read in conjunction with the Associations Constitution and the Rules**

The Association is committed to the principles of equality of opportunity and diversity and recognises that Members volunteers, visitors and others should not experience discrimination on any grounds.

The Association will use all reasonable endeavours to comply with the Equality Act 2010.

1. To Promote equality and diversity in the Association the Association will use reasonable endeavours to:-

- \* Encourage, value and manage diversity and to promote equality of opportunity in all areas of its operation and structure, and will seek to take positive action in respect thereof.

- \* Recognise that many people in our society experience discrimination. It is the Associations view that no person or group of people should suffer oppression or opportunity because of their gender, race, nationality, disability, sexuality, age, class, marital status, political views or religious activity.

- \* Provide an environment where all Members, volunteers and visitors to the Site are valued and treated with respect in an environment where discrimination and harassment are not tolerated.

- \*Recognise that The Equality Act 2010 identifies people who have an attribute defined as '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

## 2. For the purposes of the Equality Act 2010 the following are Definitions

- 'Equality' means understanding and seeking the different barriers to equal opportunities for different groups of people
- 'Discrimination' means acting unfairly against a group or individual through actions such as exclusion, verbal comment, denigration, harassment, victimisation, or a failure to appreciate the needs or the assumption of such needs without consultation.
- '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

## 3. Implementation

It is the responsibility of the Association to do what it can to implement this policy, and to review it from time to time.

Members, Committee Members and any volunteers have a duty to co-operate with the Association to ensure in so far as is possible that this policy is effective in ensuring equal opportunities and in preventing discrimination.

If any Member suspects a discriminatory act or practice or a case of bullying or harassment or a breach of the Code of Conduct contained in the Rules then this should be brought to the attention of the Association by e mailing [bidfordallotments@outlook.com](mailto:bidfordallotments@outlook.com) and giving details of the incident or concern.

The Association will ensure that Members are aware of this policy and their responsibilities and all applicants for Plots shall be given a copy as part of the application process.

**This Policy was approved by the Association at a General Meeting held on**

**the                      day of                      2025**

Amended on 03.03.25