

Equality and Inclusion Policies, Birchanger Wood Trust 2018

Diversity and inclusion statement

We value the range of different people in our community, but recognise some people can be disadvantaged and discriminated against as a volunteer or as a user of the woodland. We are committed to developing policies to tackle inequality and exclusion, by ensuring services are accessible and our practices fair.

We want to make sure people are not discriminated against for any reason, including their disability, gender, race, colour, ethnic origin, religion, faith, beliefs, culture, nationality, age, sexuality, family circumstances, socio-economic status. This list is not complete and there are other forms of discrimination, which we will not tolerate. We will not tolerate discrimination of any kind.

Social inclusion is about enabling people to take part in society on equal terms with others. This can be achieved in a number of ways and could mean improving a person's access to Birchanger Wood and its volunteer activities.

We will:

- use our influence to promote understanding and harmony between people, working whenever possible in partnership with other organisations;
- seek to eliminate any discrimination and harassment that might occur,
- achieve and demonstrate high standards of good equality practice

Scope

Our policy explains your rights and responsibilities, whether as a:

- user of our services and visitor to the woodland;
- trustee
- volunteer

How will we meet our commitments?

We will ensure that:

- we take a positive approach to making our services, woodland and information accessible to all;
- appropriate training will be available to trustees in order that they will have the competence necessary for translating this policy into positive action;
- we comply with all our statutory and equality standard requirements;
- our trustees and volunteers are treated with dignity, fairness and respect;
- we prevent harassment and bullying in our activities and any person who feels that he or she has been subjected to such harassment may complain;
- we always encourage and welcome comments and complaints in order that our services continue to improve.

Our standards

Some of our standards are applicable to all areas of diversity and inclusion (general), whilst others are specific to social exclusion, race, disability, gender, religion & religious belief, sexual orientation & gender reassignment, and age

We want to ensure that:

- we work with local people and in partnership with other organisations to improve the environment and therefore quality of life of the people in the local community now and for the future
- we are committed to providing fair and equal access, especially for those who feel excluded and/or are disadvantaged;
- we aim to have no unlawful discrimination on the grounds of race, sex and disability;
- everyone who comes into contact with Birchanger Wood Trust 2018 trustees and volunteers is treated in an open and respectful manner;
- trustees and volunteers are also entitled to fair treatment, dignity and respect;
- we will deliver our services in as inclusive and fair a way as possible, without discrimination, prejudice or bias;
- information about services is made available to the public in a form which they can access and understand;
- all people who receive our services are actively encouraged to comment on the way they perceive them to be delivered;
- We will respond to all complaints and in particular approach in a positive manner any that relate to practices that suggest unfairness, discrimination and lack of access;

Trustees, volunteers and any other people providing our services are also entitled to be treated fairly and with dignity and respect. We will not tolerate discrimination against or harassment of service users and service providers.

We will aim to:

- provide appropriate, accessible and effective services and facilities to all sections of the community without prejudice or bias;
- consult with and include all sections of the community in order to improve the way we deliver our services;
- identify those people within the community whose individual needs are less well met than those of other people;
- monitor and review all our services to make sure that they do not discriminate;
- make changes to our services that will lead to improvement in their delivery;
- provide clear information about our services, and to make this information available in the formats and languages needed by our citizens or residents, and to adhere to our standards for the accessibility of information;
- celebrate cultural diversity;
- work with others to provide an environment free from harassment, violence and crime; and
- welcome customer feedback, endeavour to put things right and resolve to use what we learn to improve future service provision.

Comments and complaints can be made by phone, in person or in writing. We will try to put matters right and improve things for the future. A trustee will investigate the complaint. If the complainant remains unhappy with the response, the whole trustees meeting will investigate.

All trustees have a responsibility for working towards equality and inclusion and for implementation of this policy. The following actions by trustees may be regarded as infringements:

- Discriminating against fellow trustees or volunteers on grounds that cannot be justified
- Persuading, or trying to persuade, other people to discriminate unfairly
- Harassment or bullying
- Victimising individuals who have made allegations about discrimination or who have provided information about such discrimination.