

# **Nature Recovery Teg Down**

## **Equality and Diversity Policy**

### **Aims**

Nature Recovery Teg Down is open to all residents of Teg Down Winchester and adjoining communities. We aim to collaborate in an atmosphere of friendship, respect and care for each other. In particular, we aim to treat everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### **Accessibility**

All our meetings and events are held in venues that are accessible to wheelchair users and will endeavour to meet the needs of people with diverse disabilities (sight, hearing, learning, mental health etc).

When we organise event we will encourage carers of members to join in too. We are committed to ensuring any resident is able to join in our activities, so we will reassess our access requirements to meet the needs of new residents who wish to take part.

### **Diversity**

Our group is for all. We aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The Group is open to new ideas, and particularly prioritise opportunities for residents to share their cultural heritage with one another.

### **Inclusion and respect**

Every resident should be made to feel equally welcome and included at all our meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Group.

### **Dealing with discrimination and harassment**

If any resident feels they have been discriminated against by the Group or harassed at an event they should raise this with the Steering Committee. The Steering Committee will investigate the complaint, listening to all members involved. (If the complaint is against a Steering Committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Group as a whole, the Steering Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Group's constitution. The Group will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

*This policy was adopted at a meeting of Nature Recovery Teg Down Steering Committee on ??? February 2024, and will be reviewed at least every 2 years.*

*Signed:*

*Signed:*