

3. Equality, Diversity and Inclusion Policy

1. PLOT 22 is committed to eliminating discrimination and promoting equal opportunities for all.
2. We will seek to ensure equality of opportunity, treatment and access for all through our activities.
3. We will abide by the Equal Pay Act 1974, Sex Discrimination Act 1975, Disabled Persons (Employment) Act 1944, Rehabilitation of Offenders Act 1974, Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000, Disability Discrimination Act 1995 and all other relevant legislation.
4. We will seek to identify the needs of disadvantaged groups in our area of operation and seek to establish close links with such groups. We will actively promote the use of our projects by disadvantaged groups and design our projects to reduce barriers they have identified to inclusion.
5. In order to ensure greater inclusion, some project sessions may only be open to groups with protected characteristics under the Equalities Act 2010.
6. In carrying out their duties our paid workers, volunteers and Trustees will be mindful of our commitment to equality of opportunity for all.
7. In the composition and operation of our Trustees, paid workers, and volunteer base, we will be mindful of our commitment to equality of opportunity for all and take proactive practical steps to reduce barriers to inclusion.
8. We are committed to providing a caring, friendly and safe environment for all of our guests so they can visit in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at PLOT 22.
9. If bullying does occur, any person can tell a member of the board of trustees and know that incidents will be dealt with promptly, professionally, fairly and transparently.
10. The PLOT 22 project is based within the wider Weald Allotment site community and so we ask all PLOT 22 participants to treat other community members with respect at all times.
11. The policies, practices and procedures of PLOT 22 will be regularly reviewed to ensure that they do not discriminate directly or indirectly against individuals or groups. Changes to policies, practices and procedures will be made where it is found that such discrimination is, or has been, taking place.