



## **Kirkley Pocket Parks (KPPG) Equality and Diversity Policy**

### **Aims**

Kirkley Pocket Parks Group is open to all, children under the age of 16 must be accompanied by a parent/carer. We aim for the group to have an atmosphere of friendship, respect, and care for each other. We aim for every volunteer to be included regardless of their age, disability, gender, marital status, race, religion, or sexual orientation.

### **Accessibility**

KPPG are committed to assessing each event and making it as accessible as is within their means.

### **Diversity**

KPPG are open to new ideas and will prioritise opportunities for the community to share their cultural heritage with one another.

### **Inclusion and respect**

All volunteers and visitors to KPPG working parties will be made to feel equally welcome and included.

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

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

If any volunteer feels they have been discriminated against by the group or harassed at a KPPG event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved (if the complaint is against a committee member, that member will not be a 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, the 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 Kirkley Pocket Parks 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.