

Gravel Pit Allotments Association

Equal Opportunities Policy

1. Statement of policy

The Association recognises that everyone has a contribution to make to our society, and a right to equal treatment. We aim to ensure that no-one will be discriminated against by us on the grounds of:

- age
- class
- employment status
- physical or mental disability or mental health
- political belief
- race
- religion
- sex
- marital status or caring responsibilities
- sexuality
- unrelated criminal convictions

2. Scope

The Gravel Pit Allotments Equal Opportunities policy applies to all members, plot holders and others who work with us.

3. Equality commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunities policy as misconduct which could lead to termination of membership of the Association or of tenancy.

This policy is fully supported by the Association management committee and has been agreed with all members and plot holders.

4. Implementation

The Chairperson has specific responsibility for the effective implementation of this policy. Each committee member also has responsibilities and we expect all our members to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to members, ploholders and relevant others
- Incorporate equal opportunities notices into general communications practices (eg, newsletters, website)
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our organisation and our workforce
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

5. Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of our equal opportunities policy will be reviewed annually and action taken as necessary.

6. Complaints

Members or ploholders who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter either in writing or in person to the Management Committee. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Date:

Signature:Chair

Signature:Member/Ploholder