



# Whole Life Community Garden Equality, Diversity & Inclusion Policy

Policy created	Initial	Renewal date	Initial	Renewal date	Initial
08/03/2024	ALS				

## 1. Statement of intent

Whole Life Community Garden (WLCG) is committed to encouraging the equality, diversity and inclusion of every person who accesses our provision. It is within the ethos of WLCG to value each individual and treat them with respect and dignity, and eliminate any unlawful discrimination. This policy sets out the roles and responsibilities of WLCG regarding the equality, diversity and inclusion (EDI) of all people associated with the garden. It also sets out the charities commitment to being truly representative of the community it is reaching. All trustees, committee members and volunteers of WLCG are expected to understand their responsibilities in regards to EDI, follow this policy, and undertake appropriate training.

## 2. Principles and Aims

Whole Life Community Garden aims to promote the equality, diversity and inclusion of all garden-users through:

- Working alongside all user groups to understand their needs
- True and thorough representation of our community within our trustees and committee members
- Allowing each person associated with the garden to feel respected and able to thrive

We are committed to:

- Eliminating unlawful discrimination, both within our community and within our organisation, and not unlawfully discriminating any person because of their:
  - o Age
  - o Disability
  - o Gender reassignment
  - o Marriage/Civil partnership
  - o Pregnancy/Maternity
  - o Race (including colour, nationality, and ethnic or national origin)
  - o Religion/Belief (or lack thereof)
  - o Sex
  - o Sexual orientation
    - Equality Act 2010 Protected Characteristics
- Identifying and calling out all unlawful discrimination and creating an environment free of bullying, harassment and victimisation

- Promoting dignity and respect for all and ensuring all individual differences and contributions are recognised and valued across all our organisational structures
- Ensuring all trustees, committee members and volunteers have appropriate training in relation to EDI

In all these principles, we will follow legislation, guidance and recognised best practice.

### **3. Training**

All trustees, committee members and volunteers will receive appropriate EDI training, in line with their role. Every role will be subject to basic awareness training, which will provide them with the skills to identify discrimination in any form and who to report it to, plus the chance to reflect on personal unconscious biases (appendix A).

### **4. Reporting discrimination**

WLCG is committed to taking seriously any concern of discrimination that is reported or witnessed at the garden. Anyone who witnesses or experiences discrimination in any form can speak to the trustees, their task-leader, or the Designated Safeguarding Officer (DSO) to raise a concern. Following this, there will be a suitable investigation, led by the trustees, into the incident and a final decision made by the trustees.

If the concern relates to one of the people outlined above, they will not be involved in leading this investigation.

### **5. Review**

An annual review of this EDI policy will be undertaken, and any changes will be relayed to all trustees, committee members and volunteers.

### **Appendices:**

Appendix A – Unconscious Bias information

Unconscious Bias refers to the way a person thinks about what they are witnessing, hearing or experiencing in some way, based on their worldview, upbringing, life experiences and/or beliefs, which may not be right or reasonable.

Our unconscious bias can include thinking better of someone, or a group of people, because they are similar to oneself, or thinking less of someone, or a group of people, because they are different to oneself.

This could lead to making a decision based on false beliefs and assumptions, also known as stereotyping.

It is important to make the distinction between having unconscious biases and acting on them. Unconscious biases are a natural part of our immediate reactions, but we should not let it affect our behaviour or decisions.

It is important that we are aware of our personal unconscious biases, so that we can stop ourselves from making uninformed decisions based on limited immediate information.