

## Allotment Equality and Diversity Policy

### 1. Purpose

The Parish Council is committed to promoting equality, diversity, and inclusion within our allotment community. We aim to ensure that all members, volunteers, and visitors are treated fairly and with respect, regardless of their background, identity, or personal circumstances.

### 2. Scope

This policy applies to all allotment holders, Parish Council representatives, volunteers, and visitors involved with the Parish Council. It covers all aspects of participation, communication, and decision-making within the Society.

### 3. Principles

We are committed to eliminating discrimination and promoting equality of opportunity in all our activities. We value diversity and aim to create an inclusive environment where everyone feels welcome and respected. We will not tolerate any form of discrimination, harassment, or victimisation on the grounds of age, disability, gender, race, religion or belief, sexual orientation, or any other protected characteristic.

### 4. Responsibilities

All members of the Parish Council share responsibility for upholding this policy. The Parish Council is responsible for ensuring that the policy is implemented and reviewed regularly. Allotment holders are expected to treat each other with respect and to report any concerns to the Parish Council.

## 5. Accessibility

We will take reasonable steps to ensure that our allotment site, communications, and activities are accessible to all. This includes making adjustments for members with disabilities and using inclusive language and formats in our communications.

## 6. Monitoring and Review

This policy will be reviewed annually by the Parish Council to ensure it remains effective and relevant. Feedback from members will be welcomed and considered as part of the review process.

