Grow Community - Sopwell's Equality and Diversity Policy

Written by: K Swindells and J. Cooney   Date: 17/10/2019   Adopted: 17/10/2019.

Reviewed and amended (if appropriate) by: J. Cooney and K. Swindells Date: 25/09/2025

- Removed Appendix 1 (a brief overview of our Community in the Sopwell ward) in light of updates to Ward data. For those interested in more information on Sopwell ward, they can read the latest ward profile produced by Sopwell Residents Association here: https://sopwell.org.uk/the-residents-association-ward-profile/
- Added "class" to the list of potential areas for discrimination in Section 3.

Table of Contents

Contents

1. The purpose of Grow Community – Sopwell's Equality and Diversity Policy

This Equality and Diversity Policy document (also referred to as just "Policy") aims to set out how we can put our beliefs around equality and diversity into practice as a community group.

2. Our Equality and Diversity Values

We believe that people should be treated fairly, equally, openly and politely, regardless of their background, culture or lifestyle. We acknowledge the obstacles that exist particularly for BAME people engaging in gardening and nature, and are committed to using our position in the community to work to remove them. We believe that our community group is there to serve everyone in our local community, to build bridges between people, and that our community is strengthened by the diversity of its residents. We have a role, alongside partners, to help overcome barriers to inclusion, whether they are physical or social, and ensure that we create a culture of equal opportunities.

3. The scope of Grow Community – Sopwell's Equality and Diversity Policy

Areas in which we recognise there is the potential for discrimination include (but are not necessarily limited to):

- age
- race
- sexual orientation
- gender identity
- marital or civil partnership status
- ethnicity or country of birth
- nationality
- class

- gender
- skin colour
- disability
- religion
- pregnancy and maternity
- political affiliations
- trade union membership

The Policy has potential impacts for our:

- Committee members
- Partners
- Volunteers

4. How we promote Equality and Diversity in our Community Group

This table lays out who may be impacted by our actions (our Stakeholders) and how we can help reduce discrimination and promote Equality and Diversity.

Stakeholders	Area of influence	Actions to help promote equal opportunity
Committee Members	Recruitment	- To aim to ensure diversity among Committee members by removing obstacles for people wishing to undertake the role e.g. by being flexible in arranging the time and location of meetings, thinking about where and how Committee member vacancies are publicised. - To identify opportunities for the committee to undertake diversity and equality training where desired. - For the committee to act as advocates where unacceptable behaviour has been reported.
Volunteers	Recruitment	- To aim for flexibility of volunteering opportunities to maximise the number of people who can volunteer e.g. making short term opportunities available. - Committee members to consider where to advertise volunteering opportunities and working, where appropriate, with partners to help access specific under-represented or target groups. - To undertake regular reviews of community

		engagement to identify areas requiring more or new approaches. • To have channels for community feedback (e.g. a monitored email address, active social media, surveys at in-person events) to that we can listen and learn from the community, and our approach to overcoming barriers to inclusion can evolve with time. • To ensure that Team Leaders at events have an awareness and responsibility that discrimination is not to be tolerated and they act if any unacceptable behaviour is seen or reported. • To try to represent diversity and equality in our media images where possible.
Partners	Choice	• Partners are chosen to increase access to a wide range of views and to help represent the whole of the community.
All stakeholders	Behaviour	• There is an Acceptable Behaviour Policy for stakeholders to follow, setting out a common understanding of polite interaction. • There is a clear Complaints Policy to follow in the case of alleged discrimination, bullying or harassment.

5. The Policy as a Living Document

It is the responsibility of the Committee members to adopt and implement this Policy.

Once adopted, the Policy should be reviewed at least every three years, and amended where necessary. The Policy should also be reviewed where significant changes are made to either the planning or running of the Community Group.

Electronic copies of the Policy should be available on request for the public, and in hard copy at all events and meetings.