

Diversity and Equal Opportunities Policy

The Friends of Hillside Gardens Park and Palace Road Nature Garden (the Friends) are a local community organisation. Membership of the Friends is open to all. Our purposes are to protect and enhance, promote and enjoy both the local park and the nature garden.

We seek to represent and to reflect the diversity of the community that is centred upon these two green spaces. The Friends recognise the value of having a diverse group of people involved in the organisation. We intend to use the differences that people bring with them as a resource to achieve our mission and purposes.

The Friends see diversity as visible and invisible differences between people. Differences such as: gender, race, ethnic or national origin, physical ability, sexual orientation, age, social class, language, religion, education and family/marital status. We are aware that such differences can lead to different ways of thinking, behaving, communicating and working. The Friends believe that these differences enrich both the management committee and the organisation as a whole.

The Friends will work to ensure that all our members share equal opportunities to achieve their full potential in furthering our purposes. All users of Hillside Gardens Park and Palace Road Nature Garden will be afforded equal opportunities to access and enjoy the facilities offered.

The Friends will not tolerate any unlawful or unjustifiable acts of discrimination, or any form of harassment, on any grounds. Where such discrimination or harassment occurs, the committee will take any appropriate action within its powers or refer the situation to the appropriate authority.

The committee is responsible for ensuring that this policy is implemented, and that the principles of diversity and equality of opportunity inform the work of the Friends in the community.

This policy was ratified at the Annual General Meeting of the Friends in November 2002.