



EQUALITY AND DIVERSITY POLICY

1. The Friends of Downhorn Park is open to all and we encourage involvement of everyone in the local community in the development, maintenance, and enjoyment of the green space, garden, and orchard.
2. We will Involve members of the local community in working together, regardless of age, ability, belief, ethnic origin, gender, or sexual orientation — recognising the value of our many differences.
3. We will encourage appointment of a diverse Committee and volunteer groups.
4. Our vision for design of the Community Garden and other areas of the park is to provide a welcoming space for all. We will work towards improving accessibility as far as possible within topographical constraints.
5. All meetings, activities, and events will be open to all ages and abilities, with the proviso that children (under 18) and vulnerable people will be directly supervised by a responsible adult, such as parent, guardian, or care worker.
6. Committee members and volunteers will ensure that they respect the needs of others and be open, friendly, and welcoming.
7. No form of discrimination, intimidation, bullying or harassment will be tolerated. Incidences of discrimination or harassment should be notified to any member of the Committee, which will review and act to address the issues immediately.
8. The Committee will monitor its performance and, where necessary, take the appropriate actions to remedy ineffective practices.

Policy adopted 29/02/23_