

## Equality & Diversity Policy

### 1. Equality Policy Statement

Collings Park Trust (CPT) is committed to providing and promoting equality of opportunity for all members of the local community, including in terms of access to the Collings Park Garden, irrespective of age, gender, religion or belief, disability, race, sexual orientation, background, economic status or political views.

### 2. Legal context

The legal aspects to equality of opportunity are now drawn together in the Equality Act 2010. It replaced all the existing equality law including:

- The Equal Pay Act 1970 (and as amended)
- Sex Discrimination Act 1975 & 1986
- Disability Discrimination Act 1995 (and as amended)
- European Law
- Race Relations Act 1976, 2000 & 2003

In terms of the law, whether at work as a member of CPT or using its services, the message (or purpose) of the Equality Act is that everyone has the right to be treated fairly. It protects people from discrimination on the basis of certain characteristics, known as protected characteristics. (See 4, below.)

### 3. Definitions

**Equality** is a provision that all people should be treated similarly, unconstrained by artificial barriers or prejudices or preferences.

**Diversity** is about acceptance and respect for others irrespective of their race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

**Direct discrimination** takes place when a person is treated less favourably than others (in the same circumstances) on the grounds of their race, sex, disability etc.

**Indirect discrimination** means applying a condition, or requirement, which adversely affects one particular group more than another, and cannot be justified in terms of the requirements for performing a job.

### 4. Protected characteristics

CPT is committed to protecting (people with) those characteristics and more, as below:

- Age
- Disability
- Race (including ethnic origin, colour, citizenship, nationality, and national origin);

- Religion or Belief (or lack of)
- Gender (sex)
- Sexual Orientation
- Gender Reassignment
- Marriage and Civil Partnership (applies only to someone who actually personally has this characteristic)
- Pregnancy and Maternity
- Responsibility for dependents
- Trade Union representation

For CPT it is important to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Meet the needs of people with protected characteristics; and
- Encourage and support people with protected characteristics to participate in engaging with Collings Park activities

## **5. Diversity**

CPT expects and requires that everyone be treated fairly, respectfully and without prejudice. We value diversity and expect others to be equally accepting; and will not tolerate prejudicial behaviour.

We will show respect for all of our volunteers, valuing their individual contribution, and are committed to providing equal opportunities for all volunteers. We will value and consider the skills knowledge and talents available within the local community, when volunteering opportunities arise.

## **6. Development of Collings Park**

Equality and diversity is at the core of Collings Park Trust's vision for the work that it intends to do in relation to Collings Park Garden. We are determined to ensure that the facilities we will provide for the community are equally accessible to disabled users and volunteer disabled workers, and this will be reflected in our garden design.

Through public events and survey we intend to monitor who is accessing the garden, and will gather feedback on their experiences. We will also actively seek feedback from our volunteers and members. By doing this we will be able to address any issues relating to discrimination or prejudice, and ensure that all members of the local community have equal access to the garden and any events that take place within it, and have equal opportunity to undertake volunteer work.

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