

Equality and Diversity Policy

Aim

FrANC (Friends of the Avon New Cut) is open to anyone who is interested in the Avon New Cut. We come together as volunteers for activities such as litter picking, community gardening, and walks to nurture an atmosphere of friendship, respect, and care for each other. We aim to treat everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Diversity

FrANC belongs to its members. We endeavour to organise a range of events and activities to improve and maintain the New Cut that also suits the interests of its members. We are committed to create a safe and inclusive atmosphere for everyone. We take action to ensure that group activities and events are open and welcoming to all people. FrANC is open to new ideas and opportunities to open up the New Cut for groups and individuals that perhaps previously have been excluded from enjoying the area.

Inclusion and respect

Every member of FrANC should be made to feel equally welcome and included at all meetings and events. Everyone will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, gender reassignment, disability and/or age.

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, for example sexist or racist jokes or terminology which is derogatory to someone with a disability.

Dealing with discrimination and harassment

If anyone feels they have been discriminated against at FrANC, they should raise this with the committee, who can be contacted at contact@franc.org.uk. The committee will investigate the complaint, listening to all people involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is about a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against FrANC as a whole, we must work to ensure that such discrimination is not repeated in the future, and must inform members of how we propose to do this.

Conclusion

We will ensure that everyone directly associated with FrANC are aware of our commitment in these areas. We will ensure that the accessibility of FrANC's activities and information is routinely reviewed and improved where possible. If anyone wishes to provide feedback, raise a concern or complaint without impunity in relation to FrANC's equality and diversity they are encouraged to contact the committee via contact@franc.org.uk. This policy will be reviewed periodically to ensure it is being upheld and to identify opportunities for enhancement where possible.