

Nightingale Gardeners Equal Opportunities Statement/Policy

The aim of this statement/policy is to communicate the commitment of the Nightingale Gardeners Group to the promotion of equality of opportunity in all that the Group aims to do. The Cambridge City Council's Equality Pledge* is:

*"We believe in the **dignity of all people and their right to respect and equality of opportunity**. We value the **strength that comes with difference and the positive contribution that diversity brings to our community**. Our aspiration is for Cambridge and the wider region to be **safe, welcoming and inclusive**."*

Based on the final sentence of this Pledge, it is the aspiration of the Gardeners Group:

For Nightingale Community Garden to be **safe, welcoming and inclusive**.

Nightingale Gardeners Group recognises that discrimination and victimisation is unacceptable. We oppose all forms of unlawful and unfair discrimination or victimisation.

It is the aim of the Group to ensure that:

- No volunteer receives less favourable facilities or treatment (either directly or indirectly) on grounds of **age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation**.
- Volunteers **represent all adult sections of society**. People aged under 18 years can be involved if it is safe and if they are supervised closely by a parent or guardian.
- Each volunteer feels **respected and able to give of their best**.
- No form of **intimidation, bullying or harassment** will be tolerated. No volunteer, including the co-ordinators, will feel under pressure to do more than they want or are able to do.
- **Our volunteers will not discriminate** directly, or indirectly, or harass other volunteers or users of the garden because of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation in the provision of the Group's goods and services.
- We make **reasonable adjustments** to maintain the talents of a volunteer who becomes disabled, for example by extra support and/or provision of special equipment.
- We include disabled people in any **activities**.
- Any **publicity and literature** used do not include discrimination, cultural bias, racist and sexist phraseology and stereotyping.
- **Meetings** are open to all Members and will be held outdoors in the garden to allow space for any member to attend. **Open meetings** and the **Annual General Meeting** can be advertised on any available noticeboards, by e-mail to Members and/or on the garden website.
- **Notes/minutes** of any meetings are easily accessible as print copies in the toolshed and available online on the garden website.

Complaints procedure

Nightingale Gardeners Group is volunteer-run, and we are bound to make mistakes. If anyone has an equal opportunities suggestion, worry or complaint about the Group, its members or our activities, we really want to know. Contact the Secretary, via the website contact details. The Group will take it seriously, aim to deal with it promptly and also with confidentiality. Where necessary, they will ask Cambridge City Council staff for advice.

* Equal opportunities pledge: <https://www.cambridge.gov.uk/equality-pledge> Page 1 of 1