



FRIENDS OF WATERMANS PARK – EQUAL OPPORTUNITIES POLICY

Our commitment

The Friends of Watermans Park (the “Friends”) are committed to providing equal opportunities and to avoiding discrimination. Our community is made up of people of differing backgrounds, races, colours and beliefs – a diversity we celebrate. We condemn racial discrimination in all its forms and we will oppose in the strongest possible terms all behaviour that is motivated by prejudice on the basis of race, religion, gender, sexual orientation, or other grounds. We are firmly committed to promoting good relations between all the people who have an interest in the park. This policy is intended to assist putting this commitment into practice.

The Friends are also committed to ensuring that all activities are accessible to all residents and communities and are free of harassment and bullying and that everyone is treated with dignity and respect. The Friends have no employees but will follow the principles that it is unlawful to discriminate directly or indirectly in recruitment of volunteers because of a ‘protected characteristic’. The Equality Act defines the protected characteristics as being age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy, maternity, race (which includes colour, nationality, and ethnic or national origins), sexual orientation, religion or belief. It is also unlawful to discriminate against or harass a member of the public in the provision of services or goods or to fail to make reasonable adjustments.

Your responsibilities

All committee members and volunteers are responsible for supporting the Friends in meeting its commitment and avoiding discrimination. If you experience a level of discomfort or disagreement with something that happens when you are at a Friends event or activity, you are encouraged to bring it to the attention of a committee member of the Friends. It is possible that others are not aware or have not considered the impact of their actions, have not understood our policy, or possibly our practices need to be updated.

If you believe that you have been discriminated against you should report this to a committee member of the Friends.

We take any complaint seriously and you will not be penalised for raising a grievance, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith. If you witness what you believe to be discrimination you should report this to a committee member of the Friends.

Acts of discrimination, harassment, bullying or victimisation against volunteers or members of the public are disciplinary offences and will be dealt with fairly by the Friends committee.

Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to withdrawal of membership without notice.

Monitoring and review

This policy will be monitored periodically to judge its effectiveness and will be updated in accordance with changes in the law. The committee of the Friends will report on and consider any actions or activities undertaken to improve equality of opportunity.

Philip Jones,

Chair, for and on behalf of the Committee of the Friends of Watermans Park

6 February 2025