Stone Lane Gardens: Equal Opportunity Policy 2019

As a small charity, we aim to ensure that no visitor, employee, or volunteer receives less favourable treatment on the grounds of race, colour, gender orientation, nationality, religion or belief (or lack of belief), ethnic or national origin, age, gender, gender reassignment or marital status, sexual orientation or disability.

We are working to improve the accessibility of the gardens and facilities to all visitors, and this will require capital investment.

Selection criteria and procedures are regularly reviewed to ensure that individuals are treated on the basis of their relevant merits and abilities. Funding will be sought to ensure that all workers and volunteers will be given equal opportunity and access to training to enable them to progress both within and outside the organisation.

This organisation is committed to a program of action to make this policy effective and will bring it to the attention of all visitors, workers and volunteers.

An annual review is carried out to ascertain to what extent our equal opportunities policy is effective and to assess progress with the list of actions identified the previous year. This review and a revised program of actions will be produced annually and will be published in the Trustees Annual Report.

The Trustees are responsible for the implementation of this policy.

In 2018-2019 our achievements were:

- Recruitment of more volunteers and trustees

- New Trustee human resources role

For 2018/19 our aspirations are:

- providing better access for visitors with mobility difficulties by improving surfacing paths

- improve the surfacing in the yard to make it safer

- continue with volunteer recruitment and support

- provision of baby changing facilities

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Reviewed and approved at AGM Novmber 2019 and updated by Pru Barnes