



## Equal Opportunities Policy

- Hitchin Community Gardens recognises that in society certain groups and individuals have suffered and continue to suffer discrimination.
- Hitchin Community Gardens is committed to taking all reasonable steps to ensure that no existing or prospective employee, volunteer, gardener (service user), student or visitor suffers direct or indirect discrimination or receives less favourable treatment than others on the grounds of race, colour, religious or political belief, gender, ethnic or national origins, socio-economic background, age, disability including mental health issues, responsibility for dependants, marital status, trades union membership, sexual orientation or a positive result from HIV testing.
- Hitchin Community Gardens acknowledges that it has a moral and legal duty to ensure that it does not discriminate in its employment, management or programming activities and that the work it does reflects this commitment to equal opportunities.
- When operating as an employer Hitchin Community Gardens will strive to be an equal opportunities employer, and in its appointment of workers and recruitment of volunteers, Hitchin Community Gardens will apply objective criteria to selection and assessment.
- Hitchin Community Gardens aims to ensure that no applicant for jobs, contracts or voluntary work receives less favourable treatment on account of their race, colour, religious or political belief, gender, ethnic or national origins, socio-economic background, age, disability including mental health issues, responsibility for dependents, marital status, trades union membership, sexual orientation or a positive result from HIV testing, nor is disadvantaged by conditions or requirements that cannot be justified.
- Hitchin Community Gardens avoids the use or circulation of discriminatory material and refrains from providing advertising, editorial material or support to any media source which we deem to be prejudicial.
- Hitchin Community Gardens seeks to avoid obtaining supplies from any source which we deem to be discriminatory.
- Hitchin Community Gardens will take steps to deal with any behaviour which we feel to be offensive and discriminatory. (See project rules and Complaints and Disciplinary Procedure)

All staff, core group members, volunteers, students and trainees will be made aware of, and be required to comply with this policy, however the final responsibility for ensuring compliance rests with the Chair of HCG Core Group.