



## **DUNTON COMMUNITY GARDEN GROUP**

### **Diversity Policy**

#### **Policy Statement**

Dunton Community Garden Group (DCGG) recognises, accepts and values the diverse communities and the individuals it serves, we recognise that individuals and stakeholders develop communities. DCGG promotes diversity by understanding ourselves; and others around us, moving beyond tolerance to embracing and promoting difference. Diversity offers greater access to a wider range of strengths, experiences and perspectives.

#### **Scope of policy**

All members, employees and applicants, visitors and users of DCGG facilities and services.

#### **Purpose of this policy**

It is the aim of DCGG to

- Build a community garden that makes full use of the capacity, skills, experience, and perspectives available in our society, and develops a culture where people feel they are respected and valued, allowing each to achieve their full potential.
- Respect the difference and uniqueness of the community and individuals it aims to provide services to.
- Strive to achieve an environment that respects the dignity of each individual. Everyone is encouraged to challenge conduct that may lead to or create an intimidating, hostile, degrading, offensive or humiliating environment.
- Ensure opportunities for volunteering, employment, training, development and promotion are equally open to candidates from all sections of society

#### **Elements of the policy**

#### **Responsibilities**

If modifications of existing practice need to be introduced these will be ratified by the DCGG Committee and implemented through the garden co-ordinator.

The overall responsibility for putting this Policy into action lies with the Committee. However, all employees, members and users of DCGG facilities and services are expected to observe and adhere to the principles of this policy.

Employees, members and users of DCGG facilities and services should report any acts of exclusion to the Garden Co-ordinator, the Chair or the Vice-Chair.

#### **Monitoring**

The policy will be reviewed annually, any general information gained relating to the practise and monitoring of the Policy will be brought to this review.

**Adopted September 2008**