

Appendix 6 – Equal opportunities policy

The community group Friends of King Henry's Walk Garden will not discriminate against staff, members, eligible applicants for posts and membership applicants on the grounds of gender, marital status, race, colour, nationality, sexual orientation, ethnic background, national origin, religion, disability or age.

Every possible step will be taken to ensure that garden members are treated equally and fairly and that decisions on recruitment of staff, training, promotion and career management are based solely on the objective and job-related criteria.

We will actively pursue arrangements for flexible working patterns and are committed to creating a culture where individual differences are valued and respected. The Friends of King Henry's Walk Garden will not tolerate any form of discrimination, harassment or victimisation. We are committed to providing a working environment where no one is disadvantaged.

All committee members and staff are required to co-operate in making this policy work effectively. It is the collective duty of members to ensure fairness toward other members. We expect all members to promote equality within the group and in the service that the community group provides to neighbours and fellow residents.