

Warkworth Green Matters

Equality and Diversity Policy

1. Aims

Our aims as contained in our constitution are:

- To inform, influence and act to facilitate greener ways of living in and around Warkworth.
- To design and implement practical projects, usually through WGM sub-groups, that protect nature, conserve wildlife and increase climate mitigation, adaptation and resilience in the local community.
- To engage members of the community in this work, through information, education and participation, and generally in accordance with the nature recovery and climate action policies of Northumberland County Council.

2. Equality

- We aim to treat every person involved in the Group equally, regardless of their age, race, religion or belief, disability, gender, sexual orientation, relationship status, pregnancy or maternity status.

3. Diversity

- The Group is open to any person and we actively welcome people with a diverse background.

4. Inclusion and respect

- Every person should be made to feel equally welcome and included in all meetings and events. The Group will treat every person with dignity and respect.
- Ageist, Sexist, racist, homophobic, transphobic, or any other offensive or inflammatory remarks and/or behaviour is not acceptable. Such remarks and/or behaviour constitute harassment, and have no place in Warkworth Green Matters.

5. Dealing with discrimination and harassment

- If any person feels they have been discriminated against by Warkworth Green Matters, or harassed at a meeting or event, they should raise this with the organiser as soon as practicable.

- Warkworth Green Matters will investigate the complaint, listening to all of those involved. If the complaint is against a Group member, that member will not be part of conducting the investigation.

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- If the complaint is against a particular individual, that person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.
- If the complaint is against Warkworth Green Matters as a whole, the Group must work to ensure that any discrimination found is not repeated in the future, and must inform the members how they propose to do this.
- Any decision to exclude a person from the Group due to discriminatory or harassing behaviour will be made with reference to the Group's constitution.
- Warkworth Green Matters will support people who feel they have been discriminated against or harassed, and will not victimise or treat them less because they have raised this.

6. Accessibility

- We aim to make All of our meetings accessible to everyone and will give prior notice where this is not possible. Some of our activities and events may be outdoors, but we will consider accessibility prior to every event and we will endeavour to make as many events as accessible as possible. It may be difficult to accommodate wheelchair users on places such as the beach or uneven surfaces.
- Children will need to be supervised by a responsible adult at every activity or event.

This policy was adopted at a meeting of Warkworth Green Matters onand will be reviewed at least once a year.

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