



NADCAA

Newton Abbot & District Co-Operative Allotment Association

Registered Company No: 4480485

EQUALITY AND DIVERSITY POLICY

Introduction

Newton Abbot & District Co-operative Allotment Association Ltd hereinafter referred to as NADCAA, strives for high standards as a provider of allotments. In so doing, we recognise the need for encouraging diversity and wholeheartedly support a policy of equal opportunities in all areas of our work and responsibilities.

This policy provides guidance to enable all who are involved with NADCAA to comply with anti-discrimination legislation. Failure to follow the procedures in the policy may lead to appropriate action being taken.

NADCAA will undertake effective monitoring and a willingness to tackle problems where they arise. Through interaction with members and other activities, NADCAA will endeavour to ensure that members are aware of our policies.

NADCAA will regularly review the implementation of its Equality and Diversity Policy and strategy. Where evidence is found of ineffectiveness, immediate remedial action will be taken to ensure implementation.

NADCAA urges members, volunteers etc. to be aware of the less obvious types of discrimination which result from general assumptions and pre-conceptions about the capabilities, interests and characteristics of individuals.

NADCAA has to work with the allotment fields it manages, some of which are over 100 years old and were created at a time when very little thought was given to those with disabilities. We are therefore only able to offer plots that do not slope on two areas of Bradley & Coach Road and Cooke's Field which is in itself difficult to access. NADCAA is working to address this problem with any new allotments that become available.

Definitions

Equal Opportunities ensure that policies, procedures and practice within NADCAA do not discriminate against its members. It is about treating people fairly and equally regardless of whom they are their background or their lifestyle.

Diversity ensures that all people are valued as individuals and are able to maximise their potential and contribution to NADCAA and to the community. It recognises that people from different backgrounds can bring fresh ideas and a different approach, which can make the way we work and learn more fun, more creative, more efficient and more innovative.

Direct Discrimination, as defined in law, occurs when an individual is dealt with less favourably than other people on the grounds of race, ethnic or national origin, disability, sex, actual or perceived religion or belief or sexual orientation.

However in terms of this policy the definition is taken to be wider and includes, for example, colour, nationality, marital status or caring responsibility, age, mental health, political, class, HIV status, employment status, unrelated criminal convictions, union activities.

Indirect Discrimination occurs when a provision, criterion or practice puts people of a particular group at a disadvantage and is not justified in relation to the job, for example a rule about clothing that disproportionately disadvantages a racial group cannot be justified.

Victimisation means that if a person has made or is making an accusation of discrimination in good faith, it is unlawful to discriminate against them for having done so, or because they intend to do so or it is suspected that they intend to do so. People must be able to act against unlawful discrimination without fear of reprisals.

Harassment means unwanted conduct based on race, sex or age etc. which has the purpose or effect of violating the dignity of a person or creating an intimidating, hostile, degrading, humiliating or offensive environment for the person. Harassment can be sexual, racial, directed against people with disabilities or indeed related to any characteristic exhibited by the individual.

The Administrator (NADCAA Ltd), c/o Newton Abbot Town Council, 43 Wolborough Street, Newton Abbot, Devon TQ12 1JQ

Tel: 07804 122826 (Secretary)

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Web: <https://nadcaa.org.uk>

Positive Action refers to measures taken to assist members, or others who have been under-represented in specific areas, to reach a level of knowledge and competencies that is comparable with the law. 'Positive discrimination' at the point of selection for allotments is not permissible.

Policy Statements

Diversity

NADCAA will actively encourage diversity to maximise achievement, creativity and good practice and to bring benefit to individuals and communities. NADCAA encourages all people it works with, and for, to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing they will be treated with respect and that their contribution will be valued.

NADCAA will endeavour to deliver services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access, not barriers to individuals.

Equal Opportunities

NADCAA is an equal opportunities provider of allotments. No member, volunteer, or service user should receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin; sex; marital status or caring responsibility; sexual orientation; age; physical, sensory or learning disability; mental health; political or religious beliefs; class; HIV status; employment status; unrelated criminal convictions; union activities. Nor will such person's sex, disability, race, marital or civil partnership status, sexual orientation, religion, colour, nationality or ethnic or national origin, age, trade union membership or non-membership, be disadvantaged by conditions or requirements which cannot be shown to be justifiable.

This principle applies to all aspects of the NADCAA activities and provider of services

Aims and Objectives

The aims and objectives of the Equality and Diversity Policy are:

- To encourage, promote and celebrate diversity in all our activities and services.
- To ensure equal access to allotments.
- To ensure compliance with the Equality Act 2010 and other relevant legislation covering Equality & Human Rights.
- To promote equal opportunities in other areas not currently covered by legislation.
- To create environments free from harassment and discrimination.
- To maximise the use of resources in the best interests of members, volunteers and service users.
- To confront and challenge discrimination where and whenever it arises, whether it be between colleagues, or in any other area relating to the NADCAA's activities.
- To ensure, through positive action and so far as is reasonably practicable that all NADCAA services are accessible to all people.

Policy Implementation

NADCAA recognises that passive policies do not provide equality and encourage diversity in employment/training/services. NADCAA will seek to promote equality and diversity within the following framework of responsibilities. Responsibility for implementing and developing the policy and for overall co-ordination rests with the Management Committee.

However, NADCAA believes that all members have an individual responsibility: to accept the policy and ensure a personal involvement in its application; to co-operate actively to ensure that the environment we desire is a reality.

Therefore NADCAA requires individuals:

To implement measures introduced by NADCAA to ensure equality of opportunity, diversity and non-discrimination.

Not to harass, abuse or intimidate any other allotment holder or participant on the grounds of race, colour, nationality, ethnic or national origin; sex; marital or civil partnership status or caring responsibility; sexual orientation; age; physical, sensory or learning disability; mental health; political or religious beliefs; class; HIV status; employment status; unrelated criminal convictions; union activities.

To inform the Management Committee if they suspect discrimination is taking place.

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NADCAA requires its Management Committee

- To ensure that grievances are dealt with in a fair and consistent manner and in line with policies.
- To ensure that volunteers are aware of their legal responsibilities, and NADCAA Equality and Diversity Policy.
- To ensure that the highest standards of Equality Opportunities practice are observed in the delivery of the NADCAA activities.
- To collate and discuss relevant information and make recommendations to resolve any issues that arise.
- To offer advice and guidance to members, in relation to NADCAA Equality and Diversity Policy.
- To seek to make recommendations in relation to Equal Opportunities and Diversity issues and implement relevant policies and procedures.
- To collate and discuss relevant information and make recommendations to the committee.
- To seek the views and opinions of members on the operation of the policy in their location.
- To refer to the National Allotment Society Legal Department if they are unsure about the way forward.

Enforcement

NADCAA recognises the need for a continuing commitment to genuine equal opportunities and diversity.

Any member or volunteer who feels they have been a victim of discrimination or unfairly treated in a way contrary to the intention of this policy, they should refer the matter to the Secretary in writing in accordance with the Complaints & Disputes Policy.

Revised 06/11/2021

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