

People into Permaculture Equality and Diversity Policy

People into Permaculture is open to all people who share the group's aims. We will not discriminate on the grounds of age, (dis)ability, gender identity, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

People into Permaculture is an inclusive group and the only circumstance in which we will treat people differently because of a protected characteristic is if actions are being taken intentionally to improve things for them, and to improve access to our activities and events and with their explicit consent. This regards actions that will make them less likely to experience lack of access, disadvantage and discrimination.

Indirect Discrimination and Unconscious Bias

We recognise that trying to avoid indirect discrimination and unconscious bias is an active process. We will have an open and ongoing dialogue with all members and attendees at events and activities, to ensure that we are doing all we can to make our events as inclusive as possible and that all participants feel valued and included.

Accessibility

We will strive to ensure that we use venues that are accessible and that accommodate different physical abilities and neurodiversity. We aim to make our meetings and events accessible to people with disabilities and will strive to provide transport, meet in accessible premises, provide sign language interpreters and produce information in large print where possible.

Discriminatory Behaviour/Remarks

This is unacceptable in the group events, activities and meetings. Any response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Recruitment of Volunteers and Contractors

Commitment to implementing the Equal Opportunities Policy will form part of the job description of all volunteers and subcontractors.

Code of Conduct

- All members of People into Permaculture, and participants in People into Permaculture projects will be treated with dignity and respect.
- At all times people's feelings will be valued and respected.

- Language or humour that people find offensive will not be used e.g. sexist, transphobic, homophobic, or racist comments, jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated, incidents of harassment will be taken seriously.

Complaints Procedure

People into Permaculture is committed to learning and changing to ensure this policy is upheld. Any person who feels that this policy has not been upheld can make a complaint. This will be dealt with by the committee. The committee will investigate the complaint, listening to all affected or involved. If the complaint is against the committee, assistance will be sought from an outside partner organisation to address the complaint.

If the complaint is against a particular individual, this 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. Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made in reference to the group's constitution and employment policies. The centre will support people who feel they have been harassed or discriminated against, and ensure that the process is supportive and non-discriminatory.

If the complaint is against the group as a whole, the Committee must work with members on an action plan to ensure that such discrimination is not repeated in the future.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the group's constitution. The group will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

Review

This policy will be reviewed every year at our *AGM*, or as updated as required by law.

Updated at board meeting 3rd October 2022