



# **EQUALITY AND DIVERSITY POLICY**

## **POSITIVE IDENTITY – SENSE OF COMMUNITY – TOGETHERNESS – BEST PRACTICE**

Harrow Parks Forum is committed to being an organisation in which everyone is included and valued, and which provides equality of opportunity and freedom from discrimination.

### **1. Policy Statement**

We at Harrow Parks Forum are committed to achieving an organisation in which everyone, whatever their socio-economic or personal characteristics, feels included and valued, and which provides equality of opportunity and freedom from discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religious beliefs, economic status, age, or sexual orientation.

This Policy aims to prevent and remove unfair and discriminatory practices within the organisation and to encourage full contribution from its diverse community. Harrow Parks Forum is committed to actively opposing all forms of discrimination.

Harrow Parks Forum also aims to ensure that all the activities which we organise are open and accessible to all. Harrow Parks Forum believes that all our members and all park users are entitled to be treated with respect and dignity, and to feel included and valued.

### **2. Objectives of this Policy**

2.1 To reduce, stop and prevent all forms of discrimination.

2.2 To encourage practices and ways of interacting with people that make everyone involved with Harrow Parks Forum feel included and valued.

### **3. Designated Officer for Equality and Diversity**

The Chair of Harrow Parks Forum. Contact email address: [eugene.kentonrec@gmail.com](mailto:eugene.kentonrec@gmail.com)

### **4. Definition of Discrimination**

Discrimination is unequal or differential treatment which leads to one person being treated favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religion, economic status, age, sexual orientation. Discrimination may be direct or indirect.

### **5. What is inclusion?**

5.1. When we refer to people feeling included, we mean that they feel a sense of belonging and a sense of feeling respected and valued for who they are. All in positions of responsibility within Harrow Parks Forum will work on improving its ways of working and its methods and styles of interaction so that everyone involved with our organisation feels they belong and feels engaged and connected to the extent that they want to be.

5.2. Inclusion is a universal human right whose aim is to embrace all people, irrespective of their socio-economic and personal characteristics. It is about valuing and welcoming all individuals, giving equal access and opportunity to all and removing both discrimination and other barriers to involvement.

5.3. Work towards inclusion must be pro-active, involves and understands that everyone has something to contribute, and everyone needs to feel welcomed, comfortable, and valued for the contributions they do make.

### **6. Responsibility for the Implementation of this Policy**

The active commitment and co-operation of those involved with Harrow Parks Forum is essential for the success of this Policy. However, the ultimate responsibility for achieving the objectives of this Policy, and for ensuring compliance with relevant Legislation and Codes of Practice, lies with the elected Officers. Harrow Parks Forum Officers and Organisers of its working groups are expected to set a leading example in following this Policy and to encourage all Members to abide by this Policy.

All Members of Harrow Parks Forum are encouraged to act in a way that does not subject any other Members or park users to direct or indirect discrimination on the grounds of race, colour, nationality, economic status, ethnic origin, gender, marital status, disability, religion, age, or sexual orientation.

### **7. Acting on Discriminatory Behaviour**

Any issues, concerns or specific allegations of discriminatory behaviour should be initially directed to the Chair, and if unresolved may be brought up at the following general meeting.

### **8. The Extent of the Policy**

Harrow Parks Forum will work pro-actively to apply the provisions and spirit of this Policy in their day-to-day activities and interactions with everyone involved with the organisation. Harrow Parks Forum seeks to ensure that any sub-contractors, third parties, agents, etc. act in accordance with this Policy, but accepts no liability for the actions of sub-contractors, third parties and agents.

## **9. Reviewing the Policy**

This Policy has been in operation since March 2019, and it has been reviewed in August 2022.

This Policy should be reviewed annually following the Harrow Parks Forum AGM.

## **10. Equality and Diversity Declaration**

I have read and understood this Equality and Diversity Policy and agree to the duties and responsibilities it confers on Harrow Parks Forum.

Signed by the Chair of Harrow Parks Forum:

Date: 11<sup>th</sup> September 2024

Date for next review: September 2025