

Hart's Green Garden equality, diversity and inclusion commitment

The Management Committee (Hart District Council, Hart Voluntary Action, and Hart Allotments) encourage all users of Hart's Green Garden to contribute to making the garden a welcoming and enjoyable place where people can garden and socialise peacefully.

Hart's Green Garden is made up of individual plots and a group gardening plot for members of Minding the Garden, a social and therapeutic gardening group.

There are shared facilities on site including the toilet and covered area which have been designed with accessibility in mind.

The Minding the Garden area is designed to be as accessible as possible for people with a range of abilities. If you have specific access requirements and are interested in becoming a member of Minding the Garden, please contact Hart Voluntary Action 01252 815652.

In gardening at Hart's Green Garden you are becoming a member of a diverse community and you commit to:

- Treating the garden, other gardeners, neighbours, and visitors with dignity, respect and consideration.
- Working together with other members and the Management Committee to resolve any disagreements.

The Management Committee will not tolerate any unfair discrimination, victimisation or harassment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Please inform the Management Committee if you are concerned that this may be taking place Countryside@hart.gov.uk

The Management Committee is committed to:

- Promoting equality and inclusion of people from diverse backgrounds. Each of our organisations has its own equality policy.
- Eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Ensuring that grievances are dealt with in a fair and consistent manner, and in line with policies.
- Actively promoting good relations between different individuals within the garden by organising at least one social event per year and providing opportunities for garden members to share produce, knowledge and skills for mutual benefit.



Explanation of terms:

Equality

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.

Equality recognises that historically certain groups of people with protected characteristics such as race, disability, sex and sexual orientation have experienced discrimination.

Diversity

We are all different. We come from different backgrounds, have different family structures and relationships, come from different geographical places, have different faith and belief systems, see the world differently and have different abilities. These differences can be very obvious but some can't be seen.

Inclusion

The extent to which people feel valued and included.

Discrimination

Direct discrimination refers to less favourable treatment against an individual because of that person's protected characteristic.

Indirect discrimination is when a provision, criterion or practice is applied in a way that creates disproportionate disadvantage for a person with a protected characteristic as compared to those who do not share that characteristic, and this is not a proportionate means of achieving a legitimate aim.

Harassment

Unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation

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.