

Equality and Diversity Policy

Aims

Sunshine Sunflower Foundation is open to 16- 24-year-old young people. We aim to help the young people to have an atmosphere of friendship, respect and care for each other. We treat every young person equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. This also includes all staff and volunteers.

Accessibility

We assess the needs of every young person and try to accommodate these needs. However, some garden sites may restrict some young people due to steps or steep slopes or restricted space. A risk assessment has been undertaken for every garden site. Practicable steps will be applied to ensure suitable accessibility.

We are committed to ensuring any young people are able to attend our activities, so we will reassess our access requirements to meet the needs of new recruits.

Clients whose gardens we are working on kindly agree to using their toilet facilities.

This is also the case for our staff and volunteers.

Diversity

Sunshine Sunflower Foundation can be used for any young people, staff and volunteers. We aim to provide the opportunities to learn new skills and activities that suit the interests and meet the needs of a wide variety of young people.

For example, we will consider all the protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex

The Foundation is open to new ideas, and particularly prioritise opportunities for young people to share their cultural heritage with one another.

Inclusion and respect

Every young person/staff member and volunteer should be made to feel equally welcome and included at all Sunshine Sunflower Foundation's activities.

Sexist, racist, homophobic, transphobic, or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place at Sunshine Sunflower Foundation.

Dealing with discrimination and harassment

If any young person/staff or volunteer feels they have been discriminated against by the Sunshine Sunflower Foundation or harassed at a Sunshine Sunflower Foundation event they should raise this with the Trustees.

The Trustee will investigate the complaint, listening to all members involved. (If the complaint is against a Trustee member, that member will not be part of conducting the investigation).

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.





If the complaint is against Sunshine Sunflower Foundation as a whole, the Trustees must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from Sunshine Sunflower Foundation due to discriminatory or harassing behaviour will be made with reference to the Sunshine Sunflower Foundations constitution. The Foundation 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.

Date written: 8th November 2023

Signed:  Debbie Lumb – Director

Trustees

Signature 1:		Name	Les Mettrick	Date: 11 th Jan 2024
Signature 2:		Name	Lee Paxton	Date: 11 th Jan 2024
Signature 3:		Name	Hayley Sykes	Date: 11 th Jan 2024
Signature 4:		Name	Jackie McGregor	Date: 11 th Jan 2024

