



**Wimbledon  
and Putney  
Commons**

# EQUALITY, DIVERSITY AND INCLUSION POLICY

## INTRODUCTION

WPCC is an inclusive organisation that values equality, diversity and inclusion (EDI). We are committed to promoting equality of opportunity and inclusion, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities or the provision of facilities. WPCC recognises that every person is an individual with different needs, preferences and abilities. It aims to reflect this diversity in everything it does, including making its services inclusive and accessible to people from all sections of the community, and attracting and retaining a diverse workforce (paid and voluntary).

The policy covers WPCC's stakeholders, including (but not limited to): users, employees, contractors, volunteers, suppliers, concessionaires and licensees, conservators, prospective conservators and representatives of the authorities (police, fire service, etc).

This policy should be viewed in conjunction with WPCC's Equality, Diversity and Inclusion Statement, approved by the Board on 11 July 2022.

## LEGAL FRAMEWORK

In valuing EDI, WPCC is committed to delivering beyond the legal minimum. However, it will have regard to current equality legislation and associated codes of practice, including but not limited to the following legislation:

- Equality Act 2010;
- Employment Rights Act 1966;
- Part time working regulations 2000;
- Rehabilitation of Offenders Act;
- Equal Pay Act 1970;
- Employment Equal Treatment Framework Directive 2000 (as amended).

## DEFINITIONS

**Equality** is about fairness, it is not about treating everyone in the same way, but it recognises that their needs are met in different ways. It is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from being discriminated against on the grounds of group membership (gender, ethnicity, disability, sexual orientation, religion, belief, gender identity, age).

**Diversity** is about valuing all visible and non-visible differences and recognising and accepting that harnessing these differences creates an environment where everyone feels valued. A diverse approach aims to recognise value and manage differences to enable all to contribute and participate.

**Inclusion** involves taking action to remove barriers to participation. It also involves eliminating discrimination and promoting equality

## **PURPOSE OF THE POLICY**

This policy's purpose is to:

- i. Ensure equality, fairness, and respect for all in our activities, facilities and employment, whether temporary, part-time, paid or voluntary
- ii. Encourage and maintain a diverse user profile for the Commons
- iii. Ensure that the Commons are seen as a safe environment for all users
- iv. Create a positive culture throughout WPCC, where diversity, inclusion and respect are core values
- v. Prevent any form of unlawful discrimination against an individual or group on the grounds of protected characteristics outlined in the Equality Act 2010, as follows:
  - age
  - disability
  - gender reassignment
  - marriage or civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation

## **WPCC's Commitments**

WPCC commits to:

- encourage equality, diversity and inclusion in all its undertakings;
- embed equality, diversity and inclusion in its plans, policies and procedures;
- create an inclusive environment in which discrimination is not tolerated and individual differences are recognised and valued;
- provide information and training to all employees, trustees and volunteers to ensure that they are fully aware of EDI issues and their rights and responsibilities relating to these areas;
- take seriously, and properly investigate, any complaints of discrimination by or against employees, volunteers, suppliers and members of the public;
- report, as appropriate, any unlawfully behaviour relating to discrimination.

## **Responsibilities**

All trustees, staff and volunteers must adhere to this policy. The Chief Executive is accountable for ensuring the policy is implemented.

## **Role of Managers**

Every line manager has a responsibility to:

- set a positive example by ensuring that their actions and behaviours promote EDI;

- stop inappropriate behaviour as soon as they become aware of it;
- support and implement action that WPCC takes to improve diversity, inclusion and equal opportunities;
- encourage employees to maximise their contribution to the work of WPCC and support them to reach their full potential;
- provide appropriate learning opportunities to staff and volunteers in order to put the EDI policy into practice;
- ensure staff and volunteers are aware of and carry out their responsibilities under the law and this policy.

### **Role of Employees**

Every employee has a responsibility to:

- act in ways that respect and value the diversity of others;
- stop inappropriate behaviour as soon as they become aware of it;
- challenge and report any behaviour that could be interpreted as discriminatory;
- understand what is expected of them in terms of their performance, their behaviour and their conduct towards others;
- listen to and respect others;
- set a positive example by ensuring that their actions and behaviours promote EDI.

### **Role of Volunteers**

Every volunteer has a duty to:

- act in ways that respect and value the diversity of others;
- stop inappropriate behaviour as soon as they become aware of it;
- challenge, and if necessary, report any behaviour that could be interpreted as unfair discrimination;
- listen to and respect others.

### **Role of Trustees**

Every trustee has a duty to:

- set a positive example by ensuring that their actions and behaviours promote EDI;
- stop inappropriate behaviour as soon as they become aware of it;
- challenge, and if necessary, report any behaviour that could be interpreted as unfair discrimination;
- support and implement action that WPCC takes to improve diversity, inclusion and equal opportunities;
- act in ways that respect and value the diversity of others;
- attend any training provided by WPCC regarding EDI issues.

This policy will be communicated widely within the organisation to all employees, volunteers and trustees and placed on the website.

### **Breaches of Policy**

Complaints of breaches of this policy by employees, volunteers and trustees will be dealt with under WPCC's existing Disciplinary Procedures and/or Codes of Conduct.

Complaints that employees, volunteers and trustees have engaged in discriminatory behaviour will be treated as a disciplinary matter and dealt with under WPCC's Disciplinary Procedures and/or Codes of Conduct.

### **Review**

The Chief Executive is responsible for reviewing this policy. Any amendments must be approved by the Board. Reviews will take place every three years or upon changes in legislation relating to EDI or following any report of discrimination necessitating investigation.