



## 10. Equality Policy

### 10.1 Aims

Friends of Finchley Way Open Space (FoFWOS) is open to all to join as non-voting members with opportunities for all non-voting members to apply to be trustees once each year, subject to the limit of 12 trustees at any one time, as set out in the Constitution.

We aim to have an atmosphere of friendship, respect and care for all. We aim to treat everyone equally, regardless of their age, disability, gender assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief (including political affiliation), sex, or sexual orientation.

### 10.2 Accessibility

We are committed to ensuring everyone who wishes to use the site or attend any meeting of the FoFWOS is able to do so.

### 10.3 Diversity

We aim to organise events and activities to suit the interests and meet the needs of a wide variety of people and are open to ideas for events and activities from everyone.

### 10.4 Inclusion and respect

Everyone, trustees and non-voting members, other users and Finchley residents, should be made to feel equally welcome and included at meetings and events.

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

### 10.5 Dealing with discrimination and harassment

If anyone feels they have been discriminated against or harassed by anyone at any meeting or event they should raise this with a trustee.

The trustees will investigate the complaint, listening to all those involved. (If the complaint is against a trustee, that trustee 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 FoFWOS the trustees must work to ensure that such discrimination is not repeated in the future, and must inform the complainant how they propose to do this.

Any decision to exclude a person from being a trustee or non-voting member due to discriminatory or harassing behaviour will be made with reference to the Constitution. The trustees 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 a complaint.