

# The Friends of Kett's Heights

## Equality Policy

### Statement of Purpose

1. Kett's Heights is a public open space owned by Norwich City Council. It was restored in the 1980s as an attractive local amenity but, subsequently, became overgrown and little used. The Friends of Kett's Heights was set up at the end of 2015 to rejuvenate Kett's Heights and encourage greater public access and use through managing the trees and plant life and developing a public events programme.
2. Due to the steep nature of the site there are many steps and the site does not currently provide level access. The Friends manage events and tours to try and minimise the barriers to access and are looking at the feasibility of improving level access throughout.
3. This policy establishes the Friends of Kett's Heights' position, role and responsibilities, and clarifies what is expected from everybody involved with the Friends.
4. The Friends of Kett's Heights will ensure that:
  - no group, individual or volunteer is directly or indirectly discriminated against or harassed on the grounds of age, disability, gender reassignment, race, religion or belief, sex or gender, sexual orientation, or through pregnancy and maternity, marriage or civil partnership
  - all members and volunteers are made aware of the need to report concerns to the designated safeguarding officer.
5. Discrimination can take many forms : see Appendix 1.
6. The Friends of Kett's Heights, through its Executive Committee, will take responsibility for:
  - making every reasonable effort for our services to be accessible and open to everyone;
  - ensuring that any activities, policies or procedures are inclusive and do not put individuals or groups at a disadvantage;
  - supporting people who feel they have been harassed or discriminated against;
  - not victimising or treating a person differently because they have made a complaint or are supporting someone who has made a complaint;
  - taking appropriate action where evidence of discrimination or harassment has been found;
  - an annual review of this policy.

Policy adopted on: 14 March 2016

Signed (on behalf of the committee): (Chair)

Last reviewed on: \_\_\_ 2017

Signed (on behalf of the committee): (Chair)

## Contact

Designated equality member:

Name:	Vanessa Trevelyan
Home number:	<i>contact Friends of Kett's Heights</i>
Mobile:	<i>contact Friends of Kett's Heights</i>
Email address:	<i>contact Friends of Kett's Heights</i>

## Appendix 1: definitions of discrimination

### What is discrimination?

Discrimination can be classed as any of the following:

- Direct discrimination: Being treated less favourably than someone else due to a perceived difference.
- Indirect discrimination: The way something is done means you are treated less favourably than someone else due to a perceived difference.
- Discrimination arising from a disability: Where the discrimination is as a result of the disability
- Perception discrimination: Being treated less favourably than someone else because of a perceived difference, regardless of whether it is true.
- Discrimination by association: Being treated less favourably than others because of your association with someone with a protected characteristic (which protects carers).
- Victimisation: Being treated badly when making a complaint or taking out a grievance in relation to the Equality Act.
- Harassment: Unwanted conduct relating to a protected characteristic.