

WALKERS ARE WELCOME CIC

Towns and villages with something special to offer walkers



Fact sheet – Example Equality and Diversity Policy

AIMS

(name) Walkers are Welcome is a community organisation run by volunteers for the benefit of the local community and visitors to *(add area)*. Our remit includes developing and promoting walking activities, maintaining footpaths, organising the annual *(name)* Walking Festival and working with supporters and partners including *(name)* Town Council, *(name)* County Council and other like-minded organisations for the benefit of the recreational walking community.

Throughout our organisation and activities, we welcome and aim to treat everyone equally, regardless of race, nationality, gender, religion or belief, disability, sexual orientation, marriage or civil partnership or age. We reject discrimination and harassment in all its forms.

ACCESSIBILITY

We support the work of the Local Access Forum, Local Authorities and other organisations such as The Ramblers and Disabled Ramblers in making the walking environment more accessible for those with limited mobility and wheelchair users, including improving the accessibility of the footpath network, access land and managed green spaces, so long as this is appropriate to the environment and avoids excessive urbanisation of the countryside.

(Name) Walkers are Welcome is managed by a Steering Group consisting of local volunteers. Participation in the Steering Group is open to all, regardless of race, gender, religion or belief, disability, sexual orientation, marriage or civil partnership or age, and any provisions (e.g. accessibility) required to encourage diversity and to support inclusion will be made.

INCLUSION AND RESPECT

Every person volunteering for, or participating in, the events organised by, *Chepstow Walkers are Welcome* will be made to feel equally welcome. Sexist, racist, homophobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable and will not be tolerated.

(name) Walkers are Welcome recognise the inherent limitations in offering and promoting walking activities to those with limited mobility or wheelchair users, and as far as possible will seek to design inclusive activities.

Walk leaders acting on behalf of *(name)* Walkers are Welcome are responsible for the safety and wellbeing of all walk participants in their care and may, exceptionally, need to consider excluding walk participants where the participant's own safety, or that of the wider group, is potentially compromised by undertaking the activity. In making such a determination the walk leader will make an objective decision based on the facts available and will not be swayed by race, sex, age (except where the safeguarding of children is a consideration), disability (except where the specific nature of the disability is a factor), sexual orientation, gender, religion or belief.

DEALING WITH COMPLAINTS

Anyone who feels they have been discriminated against by *(name)* Walker are Welcome, or harassed at a *(name)* Walkers are Welcome event or activity should contact the Steering Group in the first instance. This can be done in writing, by email or via the organisation's website. *(you may wish to provide contact information)*

Any complaint will be taken very seriously. The Steering Group (excluding any member of the Group against whom the complaint is made) will investigate and if the complaint is against an individual, the Steering Group will also seek their point of view. A response will then be provided to the complainant, *(you may wish to add time limits)* setting out the results of the investigation and any actions to be taken by the organisation as a result.

In the event of either a serious breach of this policy (as determined by the Steering Group), or repeated breaches, the Steering Group will terminate any further relationship between *(name)* Walkers are Welcome and the individual against whom the complaint has been made.

(Add adoption, signature and date as appropriate)

With thanks to Chepstow Walkers are Welcome and others

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