



# The Blaxhall Commons & Open Spaces Charitable Trust

## **Equality, Diversity and Inclusion (EDI) Policy**

BCOST welcomes all people to participate in our work, whether as Trustees, volunteers or supporters, irrespective of age, sex, race, ethnic or national origins, culture, language, colour, creed, sexual orientation, marital or maternity status, disability, economic status, social class, religion, political or philosophical belief, trade union affiliation or political belief, gender reassignment, responsibility for dependants or unrelated criminal convictions. We will strive to ensure that we do not discriminate against any person on grounds of any of these characteristics. We will not tolerate any form of prejudiced or offensive behaviour. Although we understand that participants may hold diverse views, and that some may hold views which others may regard as prejudiced or offensive, we encourage participants to behave towards one another with respect at all times.

BCOST believes that diversity is a positive asset and values the contribution made by all members of society. We are committed to the principles and practices that support Equal Opportunities. We will endeavour to implement this commitment in our work and the way we operate. For example:

- We will advertise vacancies for Trustees when these arise, and opportunities to volunteer on work parties, as widely as possible within the village community that we serve.
- We will seek ways to ensure that our open access land, which is held for the benefit of the inhabitants of Blaxhall and the surrounding area and for the public at large, is accessible to all members of the local community and of the general public, as far as such access is possible within the constraints arising from the character of the land and our charitable purpose of protecting and improving biodiversity and the natural environment.

BCOST recognises that our policies and practice will have a direct impact on the individuals, communities and the organisations with which we work. We will try to tackle any discrimination as it arises and to work in a way that will provide a positive example to those with whom we work.

### ***Reporting:***

You can report incidents of exclusion, discrimination, harassment, or any other form of unacceptable behaviour you may have experienced or witnessed during BCOST activities and events by sending an email to BCOST Hon Secretary Eve Rossor: [everossor@gmail.com](mailto:everossor@gmail.com).

You can also email Eve to identify areas where you feel we can improve on any aspect of equality, diversity and inclusion (EDI).