



Equality and Diversity Policy

AIMS

Coleford Welcomes Walkers, an affiliated member to Walkers are Welcome CIC, a community organisation run by volunteers for the benefit of the local community and visitors to Coleford, Gloucester. Our remit includes developing and promoting walking activities, maintaining footpaths, working with supporters and partners including Coleford Town Council, Gloucester 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.

Coleford Welcomes Walkers 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 Coleford Welcomes Walkers 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. Coleford Welcomes Walkers 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 Coleford Welcomes Walkers 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 Coleford Welcomes Walkers, or harassed at a Coleford Welcomes Walkers event or activity should contact the Steering Group in the first



instance. This can be done in writing, by email Chair@colefordwelcomeswalkers.co.uk or via the organisation's website, www.colefordwelcomeswalkers.co.uk . 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, within 6 weeks 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 Coleford Welcomes Walkers and the individual against whom the complaint has been made.

