

## EQUALITY AND DIVERSITY POLICY 2024-2025



- Gazen Salts Nature Reserve is open to all and we encourage everyone in the community to visit and/or get involved, regardless of gender identity, age, race or disability
- The Nature Reserve is here as a resource for all who live in the neighbourhood and beyond
- As far as possible, given the constraints of geography, weather impact upon pathways, and current layout, the Reserve will provide a welcoming space for everyone
- Planned activities at the Reserve will aim to be as inviting and inclusive as possible. We will, wherever possible, make events open to all ages and abilities, and seek to reflect and celebrate the interests of all who live in the local community
- Trustees and volunteers will respect the needs of others, and be open, friendly and welcoming to visitors
- The Reserve Trustees will monitor the Reserve's performance as a public amenity, and, where necessary, take the necessary actions to remedy ineffective practices

**This policy will be reviewed October 2025**

***Approved at Trustees' Committee Meeting, 21<sup>st</sup> November 2024***