



The Haycop Conservation Group

Inclusion Policy.

Aims.

The Haycop Conservation Group (Haycop) is a nature conservation group dedicated to maintaining the Haycop Nature Reserve in Broseley, Shropshire. We welcome Volunteers who have an interest in the natural environment and nature conservation. Volunteering on the reserve is open to people of all backgrounds, faiths and genders. We are a non-political organisation.

Accessibility.

Conservation activities organised by Haycop, take place across a variety of habitats on the nature reserve. Some of the habitats and pathways on the reserve have rough or uneven surfaces, including steps. We will do everything that is possible, within our control, to make conservation activities accessible to volunteers with mobility problems, sight or hearing loss. We have recently upgraded many of the paths on the reserve so that they are wheelchair accessible.

We are committed to ensuring that all Volunteers on the Haycop can attend our activities, and we will reassess our access requirements to meet the needs of new Volunteers when necessary.

Diversity.

The Haycop Conservation Group is an inclusive organisation. We welcome Volunteers from all backgrounds regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Inclusion and Respect.

All Volunteers on the Haycop will be made to feel equally welcome and included at all our meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place on the Haycop.



Dealing with Discrimination and Harassment.

If any Volunteer feels they have been discriminated against by Haycop or by another Volunteer or harassed at an event they should raise this with the Committee.

The Committee will investigate the complaint, listening to all Volunteers involved. (If the complaint is against a Committee volunteer, that Volunteer will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Haycop as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and must inform the Volunteers of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Haycop constitution. The Haycop will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

This policy was first adopted at a meeting of the Haycop Committee on 11th February 2020 and will be reviewed at least every 2 years.

Issue: 2

Reviewed by G Pickwell: 19/03/2024.

Signed:

Date: 19/03/24

Trustee/Committee member: GRAHAM PICKWELL

Signed:

Date: 19/03/24

Trustee/Committee member: IAN BARRETT