

Equal Opportunities Policy

Boggart Hole Clough Community Action Trust (**BHCCAT**), a democratic organization of volunteers founded in 2000, works in partnership with, among others, Manchester City Council (**MCC**), the landowner of Boggart Hole Clough (**BHC**).

BHCCAT aims to protect & revitalize BHC Ancient Woodland Park / Local Nature Reserve by working with MCC, the local community & any other interested individuals & organizations. Our goal is to restore the biodiversity health of BHC through ecological regeneration ensuring it is a sustainable, thriving place for people & wildlife.

BHCCAT activities / events / work:

1. We hold Executive Committee Open Meetings with MCC representatives enabling community participation in BHC's management & planning.
2. We lead a Nature Walk every Saturday starting 10am outside BHC Lakeside Café.
3. On pre-arranged weekdays we carry out Conservation Work helping to restore BHC's biodiversity health.

BHCCAT, a non-commercial / non-profit organization, relies on donations & grants to pay for materials & running costs. BHCCAT has no paid employees. BHCCAT Executive Committee Members & participants / service-users involved in our work are all volunteers.

- BHCCAT recognises that it is morally & legally unacceptable for people to be discriminated against (bullied, degraded, disadvantaged, excluded, harassed, intimidated, treated unfairly / unfavourably, victimized) on grounds of ability / disability, age, colour / ethnicity / race, nationality, gender, gender reassignment, sexual orientation, pregnancy / maternity, caring / child-care responsibilities, marital status, political / trade union affiliation, belief / religion, class, employment / unemployment.
 - This policy outlines the positive actions BHCCAT is taking to ensure that there is no such discrimination & prejudice in its own organization, in the services it provides & in its relationships with other bodies.
1. BHCCAT endeavours to recruit volunteers from all sections of the community - our activities are open to everyone.
 2. BHCCAT activities & membership are free thus enabling everyone to participate whatever their financial circumstances. Membership is earned through involvement in our work.
 3. BHCCAT treats everyone with respect. Likewise, BHCCAT volunteers are expected to conduct themselves in a respectful manner. Volunteers misconducting themselves will be asked to leave.
 4. Most BHCCAT activity, i.e. nature conservation, takes place outdoors constraining participation for some disabled people, e.g. wheelchair users, but we endeavour to enable their participation whenever practicable.
 5. BHCCAT is working towards declaring its commitment to equal opportunities in its publications & making these accessible to as diverse an audience as possible through e.g. audio tapes, large print & translations.
 6. BHCCAT volunteers who feel they have experienced discrimination can make complaints to the Volunteers' Co-ordinator who is present at all activities. If the Co-ordinator is unable to resolve the complaint, it will be referred to BHCCAT Executive Committee.
 7. BHCCAT volunteers are informed of this Equal Opportunities Policy. Consultation with volunteers re the policy is ongoing. Policy subject to revision; revisions approved by BHCCAT Executive Committee. Copies of the policy available upon request.

BHCCAT Volunteers' Co-ordinator: Peter Milner – 01612035009 – petermilner@hotmail.com