



Friends of the Fal Diversity, Equity & Inclusion (DEI) Policy

Policy Creation Date	08/11/2025
Version	V1.0
Status	
Policy Review Date(s)	November 2027

Introduction

Friends of the Fal is a women-led, neurodivergent-friendly organisation committed to creating and maintaining an inclusive environment where everyone involved - volunteers, members, partners, contractors, community stakeholders, and event participants- is respected and valued.

We believe that diversity of people and perspectives strengthens our ability to deliver conservation, community, and children-focused outcomes. This policy sets out how we embed diversity, equity, and inclusion (DEI) across our organisation and activities.

Scope

This policy applies to:

- All trustees, volunteers, and members of Friends of the Fal.
- Recruitment and training of volunteers, contractors, and partners.
- All events, programs, activities, communications, and outreach.
- Volunteer, participant, and community engagements associated with our woodland, river, and heritage work.

Definitions

- Diversity: Recognising, valuing, and celebrating difference, including (but not limited to) age, disability, neurodivergence, gender identity, sexual orientation, LGBTQ+ identities, race, ethnicity, religion or belief, socio-economic background, rural/urban residence, and caring responsibilities.
- Equity: Ensuring fair treatment, access, opportunity, and advancement for everyone, recognising that some may need additional support to overcome structural disadvantage
- Inclusion: Creating an environment where everyone feels safe, valued, and able to contribute fully, with their voice heard and respected.
- Intersectionality: Recognising that people may experience multiple, overlapping barriers, and taking an approach that reflects these complexities



Our Commitments

We commit to:

- a) Recruitment and participation: Welcoming volunteers, trustees, and community participants from diverse backgrounds.
- b) Equality of access: Removing barriers to participation, offering reasonable adjustments and support where needed.
- c) Inclusive culture: Encouraging respectful behaviour, challenging discrimination or harassment, promoting belonging, and empowering underrepresented voices.
- d) Training and awareness: Providing induction and ongoing DEI briefings for trustees, volunteers, and members.
- e) Celebrating leadership diversity: Actively recognising that Friends of the Fal is women-led, neurodivergent-friendly, and inclusive of LGBTQ+ identities, creating opportunities for people of all backgrounds to contribute and thrive.
- f) Continuous improvement: Monitoring, reviewing, and learning from our practices; inviting feedback from our community; being open to change.
- g) Accountability and transparency: Reporting publicly on DEI progress and openly addressing areas needing improvement.

Behaviour and Expectations

All members and participants are expected to:

- Treat others with respect, dignity, and fairness.
- Not discriminate, harass, bully, or victimise anyone on any protected characteristic under the Equality Act 2010 or any other personal attribute.
- Speak up when behaviour undermines inclusion and support those who raise concerns.
- Actively support inclusive practices (accessible communications, inclusive language, removing barriers to participation).
- Take personal responsibility for fairness and awareness of bias and remain open to feedback and learning.

Accessible & Inclusive Activities

When planning events and activities, we will:

- Collect voluntary, confidential demographic data (age, gender, disability, neurodivergence, LGBTQ+ identities, ethnicity, rural/urban, socio-economic background) to understand our diversity baseline.
- Use this data to set objectives and track progress.
- Invite feedback on inclusion and participation experiences.
- Publish anonymised summaries of diversity and learnings in our annual review or website.
- Review DEI objectives annually and adjust actions based on findings.



Monitoring, Measurement & Reporting

We may invite participants, volunteers, or members to share voluntary, anonymous demographic information (for example: age, gender, disability, neurodivergence, LGBTQ+ identity, ethnicity, or socio-economic background).

This information helps us understand and improve inclusivity within Friends of the Fal. Participation is entirely optional, data is collected without personal identifiers, and results are used and reported only in aggregated form.

We will store this data securely and for no longer than necessary, in accordance with our Data Privacy Policy.

Responsibilities

- The Board of Trustees ensures policy implementation and review.
- A DEI Lead or designated trustee monitors progress, reports to the board, and supports volunteers.
- All volunteers, contractors, and participants are responsible for aligning behaviour with this policy.
- Breaches (e.g., discrimination or harassment) are addressed under our Complaints & Safeguarding procedures.

Contact Us

If you have any questions about this policy please contact:

Friends of the Fal

Email: sroberson@friendsofthefal.co.uk or fswanson@freindsofthefal.co.uk

Location: Grampound in Cornwall, UK

Policy Review

This policy will be reviewed biannually by the Trustees of Friends of the Fal or sooner if required by changes in legislation or organisational practice.



Website DEI Summary for Friends of the Fal

Friends of the Fal is a women-led, neurodivergent-friendly, and LGBTQ+ inclusive organisation. 🌈

We welcome volunteers, participants, and supporters from all backgrounds, and are committed to creating a safe, respectful, and inclusive environment for everyone.

We value diverse voices, experiences, and perspectives, and strive to make our woodland, river, and heritage activities accessible and welcoming to all.

To read our full DEI Policy and learn more about our commitments, please visit our website

<https://www.friendsofthefal.org/>.



Friends of the Fal Representative 1:

Name: Fran Swanson

Position: Chair

Date: 16/11/2025

Signature:

Friends of the Fal Representative 2:

Name: Sarah Roberson

Position: Secretary

Date: 07/11/2025

Signature: