



Equal Opportunities Policy - Knocknagael Ltd

1. Policy Statement

Knocknagael Ltd is committed to providing equal opportunities for all and to ensuring that no person is treated less favourably because of:

Age; Disability; Race; Sex; Sexual orientation; Gender reassignment; Marriage or civil partnership; Pregnancy or maternity; Religion or belief.

This policy applies to trustees, volunteers, contractors, and members of the public involved in the organisation's activities.

The organisation will follow the principles of the **Equality Act 2010**.

2. General Principles

Knocknagael Ltd will:

- Treat all people with respect and fairness
- Provide opportunities to participate in activities where reasonably possible
- Make reasonable adjustments for disabled people where practical
- Challenge discrimination, harassment, or bullying
- Promote inclusion in volunteer activities

3. Volunteers

Volunteer opportunities will be open to all, subject only to:

- Safety requirements
- Practical limitations of the activity
- Legal obligations

No person will be excluded unfairly.

4. Contractors

Contractors appointed by the organisation will be expected to:

- Treat others respectfully
- Comply with all relevant legislation

5. Access to the Site

The organisation recognises that the site is currently undeveloped and may not be fully accessible.

As development progresses, Knocknagael Ltd will aim to improve access where reasonably practicable.

6. Complaints

Any concerns about discrimination or unfair treatment should be reported to the Trustees, initially to the Company Secretary at grow@knocknagael.org.uk, or if that is not appropriate to the Chairman.

Complaints will always be taken seriously and considered by the Board.

7. Review

This policy will be reviewed periodically.

The Knocknagael Ltd Directors

Date: 14th May 2026