

1. NAME <i>Whose policy</i>	Byfield Good Neighbour Scheme , hereafter called “the Scheme”
2. INTENTION <i>Why</i>	<p>The Scheme has been set up to aid, include and involve all in our community.</p> <p>We want to be conscious of ways in which people are discouraged to participate, and actively seek to remove any barriers to that participation.</p>
3. STATEMENT <i>What we will do</i>	<p>The Scheme will provide its services to all residents of Byfield, regardless of their age, religion, gender, race (to include colour, nationality, ethnicity or national origins), sexual orientation, marital status, disability, or whether they have dependents.</p> <p>This policy should be read in conjunction with our other policies, in particular H&S, Safeguarding, DBS, Lone Working.</p>
4. ACTIONS <i>How we will do this</i>	<p>All volunteers and members of Byfield Good Neighbours are required to provide their services to all residents of Byfield in compliance with this statement and will not discriminate against any service user.</p> <p>Any volunteer or member who is found to have discriminated against or otherwise caused distress to any resident of Byfield in any way, whether or not whilst representing the Scheme, will be subject to the Scheme’s disciplinary procedure.</p> <p>The Scheme will take advantage of any training opportunities available for volunteers.</p>

		Changes in circumstances for volunteers and clients may require an updated risk assessment to enable us to assist safely. Eg in the case of pregnancy and certain tasks.
5.	EXCEPTIONS <i>When can't we help</i>	<p>The Scheme is not qualified as medical professionals, mental health support workers or tradespeople. However, if in doubt, do ask if we can help.</p> <p>Risk assessments will be conducted to ensure an assignment can be undertaken safely by the correctly trained volunteer.</p> <p>Where assistance can not be provided due to the risk assessment, the Byfield Good Neighbour Scheme will signpost the user to further support.</p>
5.	FEEDBACK <i>If you notice some way we can improve...</i>	<p>The Scheme is continuously open to feedback from volunteers, users and the village community. If you notice an obstacle, please help us by letting us know. If you have a recommendation for action, again, please pass it on:</p> <p style="text-align: right;">ByfieldGNS@gmail.com</p>
6.	REVIEW <i>When we will look at this policy again</i>	<p>The policy will be reviewed annually, or as necessary from feedback received, by the Management Committee.</p>

We certify that this is the Inclusion Policy of the Byfield Good Neighbour Scheme which was adopted at a meeting held on:

Date:

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Chairperson:

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Secretary:

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