

Equality and Diversity Policy

At **What Next** we aim to create a safe and welcoming atmosphere for everyone, we are committed to treating everybody equally; we challenge all forms of discrimination.

Our activities and services are designed to ensure that participation by everyone is encouraged and supported, particularly anyone who may be vulnerable or face disadvantage in society.

The **What Next Centre** (located in Unit B (1st Floor), 11 Wharf Street, Godalming, GU7 1NN) provides access and toilets for people living with disabilities.

To encourage wide participation, we publicise our programme of activities on our website as well as in local free magazines, on public notice boards (both physical and online), through schools, colleges and local businesses.

We provide a range of activities and information to meet the needs and interests of a wide variety of people both during the day and in the evenings.

We encourage parents to visit with their children by providing toys, games and books.

We provide simple refreshments free without pressure to donate, alongside paid for food and drinks.

We encourage young people / teenagers to engage with their community and offer support for their climate related needs.

Our Code of Conduct

Everyone using **What Next** should show respect and consideration for other people – disrespectful and inconsiderate behaviour is not acceptable.

Remarks and behaviour which cause other people personal offence or upset are not acceptable. These constitute harassment and have no place anywhere in our community.

If someone feels harassed or bullied by others while in **What Next** they should talk to a member of the What Next team (either a trustee, a member or a volunteer) straight away if they feel safe and comfortable to do so. Alternatively, they should let the What Next team know as soon as possible by emailing the Chair of Trustees (David Faraday) as david@whatnext.earth or writing a note or letter to What Next? Climate Emergency Centre, Unit B (1st Floor), 11 Wharf Street, Godalming, GU7 1NN.

Members of the What Next team (trustees, members and / or volunteers) will take any reports seriously. Someone from the team will contact the person who feels harassed or bullied first to listen to and understand their experience and to discuss support and protection for that person.

Anyone who has broken our **Code of Conduct**, for example by using discriminatory, offensive, or harassing words or behaviour, will be contacted by a trustee of What Next either immediately or at a later date / time and their words or behaviour will be addressed.

We hope that talking and understanding will resolve the upset or offence in an amicable manner, but if this doesn't happen then the What Next? team reserves the right to tell an individual they may not use the centre or its services and activities for a period of time.

Our **Code of Conduct**, as described above, is displayed on our website and in the What Next Centre. We endeavour to ensure that everyone who uses the What Next Centre or engages with What Next activities in other locations is aware of and respects our **Code of Conduct**.

This Policy will be reviewed every 2 years.

Name: DB FARADAY
(Chair of Trustees)

Signature: J.B. Faraday

Date: 28/4/22