

Diversity & Equality Policy



Edfords Care Farm

Policy number:	DEP
Version:	6.0
Policy holder:	Chris Howes
Approval board:	Edfords Care Farm Board of Directors
Date of original approval:	November 2019
Date of latest approval:	01 September 2026
Review period:	Annual or more frequent if required
Date of next review:	31 August 2027

Edfords Care Farm Community Interest Company

Upper Wood Farmhouse, Browns Lane, Mautby, Norfolk, NR29 3JQ. Company No. 08568566

Tel: 01493730869, Email: info@edfordscarefarm.co.uk

Introduction

This policy applies to all staff, volunteers, Directors, farm participants and the general public. The Directors of **Edfords Care Farm CIC** are aware that it has a responsibility to ensure that all reasonable measures are taken to provide and maintain a working environment which is accessible and inclusive for all staff, volunteers, Directors, farm participants and the general public.

Definitions

For the purpose of this document the following definitions will apply:

Director – a person noted as holding a Directors position at **Edfords Care Farm CIC**

Staff – a person who is employed by **Edfords Care Farm CIC**

Volunteer – a person noted as offering volunteer hours towards the aims and objectives of **Edfords Care Farm CIC** activities

Co-Worker – participants in activities arranged and conducted by **Edfords Care Farm CIC**

Summary of Principles

Edfords Care Farm CIC is committed to being an equal opportunities organisation that ensures equality of opportunity and fair treatment both as an organization and as a provider of services.

Edfords Care Farm CIC will:

- Ensure that all policies and procedures reflect their commitment to equal opportunities
- Respond constructively to its responsibilities within a charitable/voluntary sector legal framework;
- Integrate equal opportunities into its planning process;
- Create an ethos of fairness, courtesy and respect that embraces all members of **Edfords Care Farm CIC**, visitors, participants and the communities which **Edfords Care Farm CIC** serves; Encourage the management committee and any relevant sub-committees within **Edfords Care Farm CIC** to review their composition and to consider how they represent and address issues of diversity within the organisation
- Create an environment, which is safe, accessible, caring and welcoming;
- Work constructively with appropriately recognized organizations, to ensure the effective implementation of this policy;

Ensure that all members are treated fairly in respect of the nature of **Edfords Care Farm CIC** objectives, regardless of their:

- i. Race
- ii. Nationality
- iii. Sex
- iv. Gender

- v. Marital status
- vi. Family responsibilities including maternity and paternity
- vii. Abilities
- viii. Physical and mental health (including past history)
- ix. Age
- x. Sexuality
- xi. Political or religious beliefs
- xii. Socio-economic group
- xiii. Trade union activity
- xiv. Being an ex-offender

- Ensure that all staff and volunteers are included on the basis of their abilities and the requirements of the task and are recruited in a non-discriminatory manner;
- Ensure fair treatment for:
- All members and farm participants;
- Develop opportunities in and approaches to, services that take into account patterns of under-representation with a view to encouraging, where possible, greater diversity within **Edfords Care Farm CIC** activities;
- Monitor and review regularly the operation of this policy.

Application of the Equal Opportunities Principles to all Farm Participants

Policy Operation

In choosing the media and wording to be used in advertising and literature, **Edfords Care Farm CIC** will be informed by the outcomes of its equal opportunities monitoring

No farm participant should be unfairly treated on the grounds listed in section 3 (summary of principles), or on any other unreasonable grounds **Edfords Care Farm CIC** will:

- Monitor and keep under review its application procedures and make every reasonable effort to ensure that these reflect best practice;
- Identify and address any barriers in the application process;
- Monitor and keep under review local customs and practices;

Certain offences committed will exempt the offender from working with children, young people or vulnerable adults.

Ensure fairness in the terms and conditions on which services are offered
Organisational Culture

Edfords Care Farm CIC will make reasonable efforts to provide an environment where the ethos, standards and practices are conducive to the well being of all staff, volunteers, directors and farm participants

Application of the Equal Opportunities Principles to Farm Visitors

Admissions

No person will be treated less favorably on those grounds listed in section 3 (summary of principles), or any other unreasonable grounds.

Edfords Care Farm CIC welcomes people with disabilities or additional needs.

Edfords Care Farm CIC will:

- Develop marketing and promotion strategies based on a sound
- understanding of the diverse information needs of participants and
- the local community;
- Ensure that publicity material, events and information services are
- relevant and accessible to all applicants;
- Ensure that publicity material, events and information services
- communicate effectively **Edfords Care Farm CIC** commitment
- to equal opportunities
- Pay particular attention to language, wording, images, content and
- format

Ethos

Edfords Care Farm CIC welcomes and values diversity in its staff, volunteers and farm participants

All are expected to work in ways that promote equal opportunities

Edfords Care Farm CIC seeks to create an atmosphere that is tolerant and respectful of differences and encourages all members of

Edfords Care Farm CIC to explore and value diversity

A commitment to equal opportunities is expected of all members of **Edfords Care Farm CIC**

The following legislation and regulations provide the legal framework for Equal Opportunities policy and practice:

Relevant Government Legislation

Equality Act 2010

Children and Families Act 2014

Data Protection Act 1988 (To be replaced by the GDPR May 2018)

<https://www.legislation.gov.uk/ukpga/2018/12/contents/enacted>

Working Time Regulations 1998

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000 Fixed Term Workers (Prevention of Less Favourable Treatment) Regulations 2001

All members of **Edfords Care Farm CIC** have a personal responsibility to comply both with current legislation and with **Edfords Care Farm CIC** Equality and Diversity Policy.

On behalf of **Edfords Care Farm CIC**, we, the board of directors, will oversee the implementation of the Equality and Diversity Policy and take all necessary steps to ensure it is adhered to.