



## **Equality Policy**

### **Statement of Intent**

Love's Farm House is a community centre created as part of an extensive residential building programme located on the eastern outskirts of St Neots. Whilst part of St Neots itself, the Love's Farm development is creating its own strong community identity and the opportunities offered by the provision of a centre have an important role in creating a cohesive community.

### **Principles of Equality**

Equality is a principle adopted by an organisation to promote equal opportunities and challenge discrimination both in employment and in carrying out its work and delivering services.

Direct discrimination takes place when a person or group of people is treated less or more favourably on the grounds of race, colour, national or ethnic origin, family background, gender, sexual orientation, disability, appearance, health, age or political or religious beliefs.

Indirect discrimination occurs when a provision or requirement is imposed which intentionally or unintentionally places an individual or group at an advantage or disadvantage compared to others.

Harassment is any form of unwanted or unwelcome behaviour that creates an intimidating, hostile or humiliating environment

The trustees of Love's Farm House will seek to achieve equality in all aspects of the organisation including structures, policy development, employment practices and the delivery of services. However, steps will be taken to reflect the mission statement and deliver inclusivity, community cohesion and financial sustainability. These steps may include setting tiered hire fees that encourage non-profit groups that wouldn't otherwise be viable, and curating the ongoing hirer schedule to achieve a balanced programme of events that reaches the widest possible audience.

### **Purpose of the Policy**

The purpose of the Policy is to ensure equality and fairness in the provision of services and in the employment of those who provide those services. We aim:

- to create an inclusive environment that promotes dignity and respect for one another, in which

individual differences are recognised and valued

- to ensure that services are accessible and appropriate to the diverse needs of groups and individuals
- to involve participants in developing provision and services and to be pro-active in consultation processes and in supporting involvement in decision-making
- to ensure that all employees, trustees, service providers and volunteers have a knowledge and understanding of equality issues and the importance of including them in their practice
- to develop the practice of equality through on-going planning, monitoring and recording procedures which ensure that the policy is fully implemented

## **Policy in Action**

The Trustees of Love's Farm House have overall responsibility for the effective operation of the policy. However all employees, volunteers and service providers have a responsibility to ensure that the Policy works in practice.

All those involved in the operation of Love's Farm House will be given access to the Equality policy and be made aware of the expectations inherent in such a policy. Staff and Trustees of Love's Farm House will be required to sign to confirm that they have read the Equality policy.

Complaints and concerns or breaches of the Policy can be addressed, initially to the Duty Manager or designated person or, at a second stage, to the Trustees.

The Policies Team will meet regularly to monitor the usage of facilities with particular regard to issues of equality of access and diversity and will report to the Trustees twice yearly or as necessary.

A residents' survey will be carried out on an annual basis to establish how well Love's Farm House serves the needs of the community.

Opportunities will be provided for comments, including through social media and other electronic communication systems.

The Trustees reserve the right to refuse access to any individual or organisation that may be deemed to be acting in a discriminatory or inflammatory manner, to the detriment of the Love's Farm community or the wider community.

This Policy will be made accessible on the Love's Farm House website and referred to in the terms of hire.