



Love's Farm Community Centre CIO

Equality Policy

Version 3

**Adopted by the Trustees of Love's
Farm House on
2 September 2020**

Equality Policy

Love's Farm House is committed to encouraging equality, diversity and inclusion among our employees and volunteers and eliminating unlawful discrimination. We are committed to anti-discriminatory practice to promote equality of opportunity and value diversity for all in our community.

The aim is for our employees, volunteers, and services to be truly representative of all sections of society and our customers, and for each employee and volunteer to feel respected and able to give their best.

In providing goods and/or services and/or facilities – we are also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in the provision of services and in our employment or volunteering for us, whether temporary, part-time or full-time;
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation;
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

We commit to:

- creating an inclusive environment that promotes dignity and respect for one another, in which individual differences are recognised and valued;
- ensuring that services are accessible and appropriate to the diverse needs of groups and individuals;
- involving participants in developing provision and services and to be proactive in consultation processes and in supporting involvement in decision-making;
- ensuring 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;
- developing the practice of equality through on-going planning, monitoring and recording procedures which ensure that the policy is fully implemented, reviewing them annually, and considering and taking action to address any issues.

The 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 General Manager or, at a second stage, to the Trustees.

The Trustees will meet regularly to monitor the usage of facilities with particular regard to issues of equality of access and diversity.

A residents' survey will be carried out on a regular 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.