



DENS HOLME CARE FARM

EQUALITY & DIVERSITY POLICY

September 2023

“Prejudices, it is well known, are most difficult to eradicate from the heart whose soil has never been loosened or fertilized by education; they grow there, firm as weeds among rocks”.

(Charlotte Bronte)

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1. Introduction

This policy applies to all staff, volunteers, Directors, farm participants and the general public.

The Directors of **DENSHOLME CARE FARM** 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.

2. Definitions

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

- 2.1 Director – a person noted as holding a Directors position at **DENSHOLME CARE FARM**
- 2.2 Staff – a person who is employed by **DENSHOLME CARE FARM**
- 2.3 Volunteer – a person noted as offering volunteer hours towards the aims and objectives of **DENSHOLME CARE FARM**
- 2.3 Farm participant – participants in activities arranged and conducted by **DENSHOLME CARE FARM**

3. Summary of Inclusive Principles

- 3.1 **DENSHOLME CARE FARM** is committed to be an equal opportunities organisation that ensures equality of opportunity and fair treatment both as an organisation and as a provider of services. We adhere to the Equality Act 2010.
- 3.2 **DENSHOLME CARE FARM** will make reasonable efforts to provide an inclusive environment where the ethos, standards and practices are conducive to the wellbeing of all staff, volunteers, directors and farm participants
- 3.3 **DENSHOLME CARE FARM** will:
 - a. Ensure that all policies and procedures reflect their commitment to inclusive practice;
 - b. Respond constructively to its responsibilities within a charitable/voluntary sector legal framework;
 - c. Integrate inclusive practice into all planning process;
 - d. Create an ethos of fairness, courtesy and respect that embraces all members of **DENSHOLME CARE FARM**, visitors, participants and the communities which **DENSHOLME CARE FARM** serves;

- e. Encourage the management team and any relevant sub-committees within **DENSHOLME CARE FARM** to review their composition and to consider how they represent and address issues of diversity within the organisation
- f. Create an environment which is safe, accessible, caring and welcoming;
- g. Work constructively with appropriately recognized organizations, to ensure the effective implementation of this policy;
- h. Ensure that all members are treated fairly in respect of the nature of the **DENSHOLME CARE FARM** objectives, regardless of any protected characteristic including:
 - 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-offender¹
- i. 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;
- j. Ensure fair treatment for:
 - i. All members and farm participants;
- k. 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 **DENSHOLME CARE FARM's** activities;
- l. Monitor and review regularly the operation of this policy.

4. Application of the Inclusive Principles to all Farm Participants and Visitors

4 Policy Operation

¹ Certain offences committed will exempt the offender from working with children, young people or adults at risk of harm.

- In choosing the media and wording to be used in advertising and literature, **DENSHOLME CARE FARM** 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
- **DENSHOLME CARE FARM** will:
 - a. Monitor and keep under review its application procedures and make every reasonable effort to ensure that these reflect best practice;
 - b. Identify and address any barriers in the application process;
 - c. Monitor and keep under review local customs and practices;
 - d. Ensure fairness in the terms and conditions on which services are offered

5 **Admissions**

- No person will be treated less favourably on those grounds listed in section 3 (summary of principles), or any other unreasonable grounds
- **DENSHOLME CARE FARM** welcomes people with a range of abilities or other additional needs
- **DENSHOLME CARE FARM** will:
 - a. Develop marketing and promotion strategies based on a sound understanding of the diverse information needs of participants and the local community;
 - b. Ensure that publicity material, events and information services are relevant and accessible to all applicants;
 - c. Ensure that publicity material, events and information services communicate effectively **DENSHOLME CARE FARM** commitment to inclusive practice;
 - d. Pay particular attention to language, wording, images, content and format.

6 **Ethos**

- 6.1 **DENSHOLME CARE FARM** welcomes and values diversity in its staff, volunteers and farm participants
- 6.2 All are expected to work in ways that promote inclusive practice
- 6.3 **DENSHOLME CARE FARM** seeks to create an atmosphere that is tolerant and respectful of differences and encourages all members of **DENSHOLME CARE FARM** to explore and value diversity
- 6.4 A commitment to equal opportunities is expected of all members of **DENSHOLME CARE FARM**

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

Relevant Government Legislation

Health and Care Act 2022

Equality Act 2010

Children and Families Act 2014

GDPR May 2018

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 **DENSHOLME CARE FARM** have a personal responsibility to comply both with current legislation and with **DENSHOLME CARE FARM's** Equality and Diversity Policy.

On behalf of **DENSHOLME CARE FARM**, we, the undersigned, will oversee the implementation of the Equality and Diversity Policy and take all necessary steps to ensure it is adhered to.

Signed:

A handwritten signature in black ink, appearing to read 'Rachael Chambers', written over a horizontal dashed line.

Name: Rachael Fell-Chambers

Position within DENSHOLME CARE FARM: Voluntary Director

Date: 1.9.23