



# DENS HOLME CARE FARM

## EQUALITY & DIVERSITY POLICY

*September 2022*

***“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-offender<sup>1</sup>
- 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**

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<sup>1</sup> 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:**



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**Name: Rachael Fell-Chambers**

**Position within DENSHOLME CARE FARM: Voluntary Director**

**Date: 1.9.22**