



EQUAL OPPORTUNITIES POLICY

INTRODUCTION

“HM Forage” accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

We therefore welcome the statutory requirements laid down in the Equalities Act 2010 and are committed to complying with the Equalities Act 2010 with other such Acts and statutory requirements that further equality of opportunity for all in “HM Forage’s” activities.

For further information see:

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010>

<https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice>

HM Forage recognises that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

We are committed to taking positive steps to ensure that:

- ✓ all people are treated with dignity and respect, valuing the diversity of all;
- ✓ equality of opportunity and diversity is promoted;
- ✓ services are accessible, appropriate and delivered fairly to all;

- ✓ the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
- ✓ traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

SCOPE

This Policy applies to the HM Forage Board of Trustees, all HM Forage (and subsidiary charity) employees, including affiliate organisations, and to all paid and unpaid consultants, contractors, interns, secondees and volunteers that provide supplies, services or support, to HM Forage, or promote its work at any location in or out of the United Kingdom. All such parties are referred to as “HM Forage” in this document.

POLICY

Commitment

Equality and diversity are central to the work of “HM Forage”.

“HM Forage” will seek to:

- ✓ develop an environment that will treat all people with dignity and respect, valuing the diversity of all.
- ✓ promote equality of opportunity and diversity.
- ✓ work to eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, and religion/ belief.
- ✓ look to tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. “HM Forage’s” goal is to work towards a just society free from discrimination, harassment and prejudice. “HM Forage” aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

“HM Forage” aims to:

- ✓ Provide services that are accessible according to need.
- ✓ Promote equality of opportunity and diversity in volunteering, employment, and development.
- ✓ Create effective partnerships with all parts of our community.

Objectives

“HM Forage’s” objective is to realise its standards by:

- ✓ Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- ✓ Working together with the community to provide accessible and relevant service provision that responds to the community’s needs.
- ✓ Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust.
- ✓ Responding to volunteer’s & employees’ needs and encouraging their development to increase their contribution to effective service delivery.
- ✓ Recognising and valuing the differences and individual contribution that all people make to “HM Forage”;
- ✓ Challenging discrimination.
- ✓ Providing fair resource allocation.
- ✓ Being accountable.

Why have this policy?

“HM Forage” recognises, respects and values diversity.

“HM Forage” has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for “HM Forage”.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in “HM Forage” or using the services and sets out the way they can expect to be treated in turn by “HM Forage”. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Board of Trustees.

Method of Implementation

“HM Forage” intends to implement this policy by:

- ✓ Ensuring that it is a condition of paid employment. All staff and volunteers will be given a copy of this policy as part of their induction.
- ✓ Ensuring that Trustees, other volunteers and those contracted by the charity users are made aware, understand, agree with, and are willing to implement, this policy.
- ✓ Where consummate to their role, actively encouraging Trustees, staff, other volunteers and those contracted by the charity to participate in anti-discriminatory training, and making time and resources available for such training.
- ✓ Monitoring the services, publicity and events provided by “HM Forage”, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

“HM Forage” has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Board of Trustees will review the policy annually.

VERSION CONTROL

<i>Version No.</i>	<i>Date</i>	<i>By (Name, Position)</i>	<i>Details of changes</i>	<i>Reviewed and approved by Board of Trustees</i>
1	20/12/2023	Graham Hawkes, Trustee & Secretary	N/A	07/01/2024