



Equality and Diversity policy

Policy Statement

Wellies-On CIC Education aims to provide a supportive and encouraging environment in which all Co-Farmers and employees are able to realise their full potential, where every individual is valued and offered equal opportunity to progress.

To this end, Wellies-On CIC aims to ensure that all actual or potential Co-Farmers and employees are treated in an equivalent fashion, regardless of: age, disability, family responsibility, marital status, race, colour, ethnicity, nationality, religion or belief, gender, sexual orientation, trade union activity and any other irrelevant criteria.

Key Principles

- Wellies-On CIC believes that all forms of prejudice and discrimination are unacceptable. Wellies-On CIC recognises that this can take various forms.
- Wellies-On CIC will seek to challenge inequality, prejudice and discrimination.
- Wellies-On CIC embraces diversity and aims to have a staff team and Co-Farmer group that reflects the local community at all levels.
- Wellies-On CIC will treat all employees and Co-Farmers with respect and dignity
- Wellies-On CIC aims to offer an environment for both Co-Farmers and staff that is free from harassment, victimisation and discrimination.
- Wellies-On CIC will not tolerate any form of discriminatory behaviour against its employees, Co-Farmers or members of the public and will work to eliminate bullying and harassment in all its forms. Prompt and considerate action will be taken to investigate incidents of bullying and harassment.
- Wellies-On CIC will ensure that no employee, Co-Farmer or person applying for a post within the centre will be treated less favourably because of conditions or requirements that are not related to the position or programme of learning. Reasonable adjustments will be made to arrangements and premises to ensure equal access for people with disabilities.
- Wellies-On CIC will ensure that equality issues are embedded into all its policies and procedures.
- Wellies-On CIC will seek to actively promote equality and diversity through all that it does.

Responsibilities

- The Centre Manager will have responsibility for ensuring that Equality and Diversity issues are reviewed regularly and that any actions identified through the Centres QIP (Quality Improvement Plan) are carried out promptly and efficiently.
- The staff team (including both paid and voluntary staff), have a responsibility to ensure that this policy is adhered to at all times and to actively promote Equality and Diversity in all they do. They will bring any issues relating to Equality and Diversity to the attention of the Centre Manager if they feel action needs taking.

Monitoring

- Wellies-On CIC intends to ensure that Equality and Diversity policies and procedures are updated regularly.
- Equality and Diversity forms part of the Centres QIP and as such issues relating to equality and diversity can be addressed and actioned
- Wellies-On CIC aims to create an environment in which all Co-Farmers and staff feel happy and can flourish, we actively encourage both verbally and through materials around the centre all persons to bring to our attention any issues regarding equality and diversity they feel may need addressing.

Training

Equality and Diversity training will be provided to all staff as part of the induction process. Specific training on different aspects of diversity and equality will be provided as appropriate.

Raising Concerns

- If an employee or Co-Farmer believes they have not been treated fairly within the scope of this policy they may raise the matter through the centres complaints procedure

Review

This policy will be reviewed annually by the Centre Manager