

EQUAL OPPORTUNITIES POLICY

Be-Empowered Farming Futures is committed to equal opportunities policy and practice and will ensure that all employees, service users and co-workers, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

This equal opportunities policy will be implemented across all aspects of the charities work: the appointment of staff, their conditions of service and employment procedures, all dealings with co-workers and service users.

STAFFING/VOLUNTEERING

Be-Empowered Farming Futures will ensure that no job applicant, employee, volunteer or co-worker receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation.

Employees of and volunteers working with the charity will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate.

Be-Empowered Farming Futures will also ensure that the changing and developing needs of staff and volunteers are recognised and appropriate adjustments made to working conditions and/or training provided.

Be-Empowered Farming Futures operates disciplinary, grievance or complaints procedures which all staff will be appraised of. Behaviour or actions against the spirit and /or letter of the equal opportunity laws, on which this policy is based, will be considered serious disciplinary matters.

SERVICE USERS AND CO-WORKERS

Be-Empowered Farming Futures aims to make its services accessible to vulnerable adults in the South Gloucestershire area. In order to achieve an inclusive environment we will take steps to remove barriers which prevent co-workers and users from having equal access to the organisation's activities. This will include:

Ensuring that activities are accessible to disabled people, providing facilities for disabled people to enable them to participate fully in activities. Ensuring that the design of publicity material takes account of the needs of disabled people both in terms of print, format, information on access;

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Encouraging and enabling vulnerable adults to attend and participate.

In implementing this policy Be-Empowered Farming Futures will take account of the following legislation:

Equal Pay Act 1970

Sex Discrimination Act 1975

Race Relations Act 1976

Disability Discrimination Act 1995 Human Rights Act 1998

Race Relations (Amendment) Act 2000 Civil Partnership Act 2004

Disability Discrimination Act 2005 Equality Act 2006

Welsh Language Act 1993

And the following regulations:

Sex Discrimination (Gender Reassignment) Regulations 1999 Race Relations Act 1976

(Amendment) Regulations 2003 Equal Pay Act (EPA) 1970 (Amendment) Regulations 2003

Employment Equality (Sexual Orientation) Regulations 2003 Employment Equality (Religion or

Belief) Regulations 2003 Employment Equality (Sex Discrimination) Regulations 2005 Employment

Equality (Age) Regulations 2006

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