



Equal Opportunities Policy

The Community Farm is committed to equal opportunities policy and practice and will ensure that all employees and service users, 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 organisation's work:

- the appointment of members to its Board
- the appointment of staff, their conditions of service and employment procedures
- all dealings with the public and service users.

Board of Management/ Committee

The Community Farm will aim to ensure that the Board of the organisation is representative of the community and users which it serves.

The Board will be responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed. The members of the Board will aim to undertake equal opportunities training.

Staffing Volunteering

The Community Farm will ensure that no job applicant, employee or volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation.

The Community Farm is committed to undertaking open recruitment and selection procedures and wherever possible all vacancies will be advertised and fair and equitable shortlisting and interview processes will be followed.

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

The Community Farm 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.

The Community Farm 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.

Public and Service Users

The Community Farm aims to make its services accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent potential audience, participants members 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;
- encouraging and enabling people from underrepresented groups to attend and participate.

In implementing this policy The Community Farm will take account of the following legislation:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976

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Review Date:

Please note that if you are reading this on paper that it may not be the most up-to-date version

- 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