



# Canalside Community Food

a community supported agriculture scheme

## **Equality, Diversity & Inclusion Policy**

It is the policy of Canalside Community Food to provide equality of opportunity for everyone regardless of age, gender, sexual orientation, race, colour, national, ethnic or class origin, religious or philosophical belief, marital status, parental status or impairment. The organisation seeks to comply with the relevant legislation listed at the end of this Statement and to ensure that no individual is discriminated against in the planning and delivery of any of our activities.

Employees, steering group members and volunteers who do not comply with the requirements of the legislation or with this Policy and Code of Practice may face disciplinary action.

Canalside Community Food holds equality of opportunity as a core belief and therefore seeks to ensure that all of its policies as well as its practices are informed by the relevant legislation (see below). It is our policy that all staff, volunteers, committee members, and the community in general should be treated fairly and equally in all matters. Through the process of its work, the organisation aims to celebrate the diversity and strengths which arise from differences of culture and lifestyle.

In introducing this policy we recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. We will therefore support people to develop equality awareness and understanding.

### **OBJECTIVES**

- 1** To ensure that all users (potential or actual), steering group members, volunteers and members of staff are treated with equal respect.
- 2** To ensure that its activities and services are open and accessible to all people within the area.
- 3** To aim for representation on the steering group from all sections of the community.
- 4** To ensure that all staff are recruited and, where appropriate, promoted, on merit regardless of background and other discriminatory factors, save where the needs of users justify a more balanced representation.
- 5** To ensure that steering group members, staff and volunteers are provided with training in the application of equality of opportunity and anti-discrimination practice and to ensure that all people involved in the scheme understand the issues surrounding discrimination.

**6** To seek to make premises accessible and welcoming to all sections of the community within the aims and resources of the service.

**7** To update the organisation on the current preferred terminology when referring to or engaging with, people from difference backgrounds or orientation.

The following Code of Practice is intended as a general guide for public display.

## **CODE OF PRACTICE**

**1** People will be treated with dignity and respect regardless of age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation. These are the 'protected characteristics named in the Equality Act 2010 (see below for explanations).

**2** At all times, people's feelings will be valued and respected. Language or humour that people find offensive (for example, racist or sexist jokes or terminology that are derogatory to someone with an impairment) will be challenged.

**3** Harassment, bullying, abuse or intimidation on the ground of race, sex, age, nationality, impairment or sexual orientation will also be challenged. Incidents of harassment, whether based on any of the above grounds or not, will be taken seriously. If the matter cannot be resolved by way of an acceptable apology and an undertaking that the offence will not be repeated, the following action will be taken:

3.1 In a case involving a member of the organisation, they will be suspended from membership until such time as they can appear before the steering group.

3.2 In a case involving staff, disciplinary action will be taken.

## **REVIEW AND ACTION**

We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice.

A review of our Equality and Diversity Policy will be carried out annually as a minimum and any necessary actions taken.

Our policy aims to be in line with the Equality Act 2010, which has replaced nine previous pieces of legislation

the Equal Pay Act 1970

the Sex Discrimination Act 1975

the Race Relations Act 1976

the Disability Discrimination Act 1995

the Employment Equality (Religion or Belief) Regulations 2003

the Employment Equality (Sexual Orientation) Regulations 2003

the Employment Equality (Age) Regulations 2006

the Equality Act 2006, Part 2

the Equality Act (Sexual Orientation) Regulations 2007

The **Equality Act 2010** harmonises and strengthens and replaces most previous equality legislation. The following legislation is still relevant:

- The Human Rights Act 1998.
- The Work and Families Act 2006.
- Employment Equal Treatment Framework Directive 2000 (as amended).

## **ADDITIONAL INFORMATION**

### **Equality Act 2010 – Explanation of the Protected Characteristics**

**Age:** An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group they share the protected characteristic of age. An age group would include “over fifties” or twenty-one year olds. A person aged twenty-one does not share the same characteristic of age with “people in their forties”. However, a person aged twenty-one and people in their forties can share the characteristic of being in the “under fifty” age range.

**Disability:** A person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This section replaces similar provisions in the Disability Discrimination Act 1995 and provisions in secondary legislation made under that Act.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Marriage and civil partnership:** A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

A person who is engaged to be married is not married and therefore does not have this protected characteristic.

A divorcee or a person whose civil partnership has been dissolved is not married or in a civil partnership and therefore does not have this protected characteristic.

**Pregnancy and Maternity:** The Equality Act 2010 states that you cannot treat an employee less favourably because of their pregnancy or maternity status. This applies from the beginning of the pregnancy up to when the employee returns from maternity leave and a few examples of this discrimination include:

- Authorising just one 30-minute break for all employees and punishing a pregnant employee because they are fatigued and need extra time
- Disciplining an employee due to a pregnancy-related sickness absence
- Asking a pregnant employee to work while they are on maternity leave
- Stopping an employee from returning to work because they are breastfeeding

**Race:** Race is defined as:

**Colour:** includes being black or white.

**Nationality:** includes being a British, Australian or Swiss citizen.

Race can refer to a person's colour, or nationality (including their citizenship). It can also mean their ethnic or national origins, which may not be the same as their current nationality. For example, a person may have Chinese national origins and be living in Britain with a British passport.

Race also covers ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race. A racial group can be made up of two or more distinct racial groups, for example black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers. This section replaces similar provisions in the Race Relations Act 1976. However, the power to add caste to the definition of race is a new provision.

**Religion or belief:** Religion means any religion and a reference to religion includes a reference to a lack of religion.

- A **religion** must have a clear structure and belief system. Denominations or sects within a religion can be considered to be a religion or belief, such as Protestants and Catholics within Christianity.
- A **belief** means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief. A "philosophical belief" must:
  - Be genuinely held
  - Be a belief and not an opinion or viewpoint based on the present state of information available
  - Be a weighty and substantial aspect of human life and behaviour
  - Attain a certain level of cogency, seriousness, cohesion and importance
  - Be worthy of respect in a democratic society, compatible with human dignity and not conflict with the fundamental rights of others.

Any cult involved in illegal activities is not covered. Beliefs such as humanism and atheism would be covered. This section replaces similar provisions in the Employment Equality (Religion or Belief) Regulations 2003 and the Equality Act 2006.

### **Sex:**

A reference to a person who has a particular protected characteristic is a reference to a man or to a woman;

A reference to persons who share a protected characteristic is a reference to persons of the same sex.

### **Sexual orientation:**

- There are several types of sexual orientation, including **heterosexual** (attracted to the opposite gender), **homosexual** (attracted to the same gender), and **bisexual** (attracted to more than one gender). Other types include **asexual** (not experiencing sexual attraction) and **aromantic** (not experiencing romantic attraction). There are also more specific types, such as **androsexual** (attracted to masculinity regardless of gender).

- Sexual orientation is determined by a mix of biological, environmental, and psychological factors. It is important to note that sexual orientation is different from gender and gender identity
- The definition is designed to replicate the effect of similar provisions in the Employment Equality (Sexual Orientation) Regulations 2003 and the Equality Act 2006. Source: Equality Act 2010 and Explanatory Notes to the Equality Act 2.
- The preferred terminology relating to sexual orientation is:-
  - **She/Her/Hers** – often but not solely used by people who identify as female
  - **He/Him/His** – often but not solely used by people who identify as male
  - **They/Them/Theirs** – these are gender neutral pronouns commonly used by non binary or gender non conforming people

Last reviewed by the steering group on 17 July 2023

To be reviewed July 2024