



Equal Opportunity Policy

Chagford Community Farm (Chagfarm) recognises the discrimination people can face in society and therefore the need for a full, effective and working equal opportunities policy.

We will work towards a working environment that is democratic and respectful to all staff, volunteers, trainees or one-off visitors. We will promote equality of opportunity in all aspects of the services we offer, with regard to our staff, volunteers, trainees, visitors and within the communities we serve. *Chagfarm* will strive to combat all forms of individual and structural discrimination which people face because of disability, ethnic origin, race or national or regional identity, economic status and social background, gender, marital status, age, sexual orientation or self-identity, spent criminal convictions, political opinion or affiliation, religious belief or trade union membership.

We will strive to bring these principles with us into our projects, workshops, events and all our other activities. This will manifest itself in an environment in which everyone has the right to actively participate, feel included, safe and secure, and where intimidation, harassment, domination or violence, in whatever form, will be challenged.

In practical terms:

1. We recognise the right of all individuals that work for, or with *Chagfarm* to exist without the fear or reality of harassment, prejudice or discrimination.
2. We define harassment as comments, spoken or written language, looks, actions, suggestions or physical contact that create an atmosphere of fear or intimidation.
3. We respect the right of the individual to disclose as much or as little information about themselves as they see fit with regard to the second paragraph of this document. We respect their right not to have such information disclosed by others against their will.
4. We will ensure that the language we use in our communications and publications, for example on our website and during our events, is fully inclusive. We will endeavour to make accessible versions of all our publications available to meet specific needs.
5. We aim to meet the physical access needs of our staff and volunteers in our office space and ensure these are kept under review, so that we can be proactive if needs change. For public events we aim to ensure a venue that caters to all physical access needs.
6. This commitment to inclusiveness and equal opportunities will also be reflected in the content of our events, workshops and other activities. Agendas will allow for differences in physical ability and learning styles. We will monitor our success in these respects in our event/workshop evaluation forms.
7. We will consider all of these commitments in our recruitment process, and will strive to base recruitment on merit. We recognise the value of diversity and will actively encourage this by advertising paid or voluntary positions widely to reach as diverse a range of people as possible (and in line with the *Chagfarm* recruitment policy).
8. We will provide equal opportunities for training and development for all staff.
9. Regular reviews and evaluation of this policy and improvements in practice will take place.

The responsibility for enacting this policy lies with all members, staff, volunteers and trainees of *Chagfarm*.

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