



St Ives Community Orchard CIC

Equality, Diversity and Inclusion Policy

Statement of intent

St Ives Orchard CIC is fully committed to the principles and values of equality, diversity and inclusion and to communicate this commitment to all stakeholders.

This policy should always be referred to wherever differences of view based on lack of understanding or prejudice about diversity, equality and inclusion are evident.

The commitment to equality, diversity and inclusion should be instrumental in every aspect of St Ives Orchard CIC practice.

How we will try to do this

To achieve this, we commit to the following actions:

- Ensure that no person applying for a role, or accessing a service will be refused on discriminatory grounds, e.g: because of their ethnicity, sexual orientation, or any of the 'protected characteristics' under the Equality Act 2010, when they meet all other criteria.
- Ensure that inferior or substandard services are not provided because of a person's ethnicity, sexual orientation or any grounds on which discrimination can occur.
- Encourage team members and anyone participating in activities and events to relate to one another on the basis of equality and respect for individual differences.
- Develop an attitude of self-awareness among team members and anyone participating in activities and events to ensure any form of discriminatory behaviour, such as offensive or abusive language, does not occur and to communicate that it is unacceptable in whatever form it might take and from whichever person.
- Ensure that team members are aware of the procedures for dealing with complaints and allegations of discriminatory or oppressive language or behaviour.
- Ensure that all complaints and allegations are addressed properly and in non-discriminatory ways.

St Ives Orchard CIC understands that contractors and those who provide services must fully comply with the requirements of the Equality Act 2010.

St Ives Orchard CIC expresses its commitment to equality, diversity and inclusion by:

- Respecting people's ethnic, cultural and religious practices.
- Reassuring team members and anyone participating in events and activities that their diverse backgrounds enhance the quality of experience of the project.
- Accepting team members anyone participating in events and activities as individuals, not as cases or stereotypes.
- Encouraging team members and anyone participating in events and activities to express their individuality and to follow their preferred lifestyle (as long as this is not discriminatory or harmful to others, or unlawful), also helping them to celebrate events, anniversaries or festivals which are important to them as individuals.
- Showing positive leadership and having management and human resources practices that actively demonstrate a commitment to equality and diversity principles.
- Developing an ethos that reflects these values and principles.
- Expecting all team members to work to equality and diversity principles and policies and to behave at all times in non-discriminatory ways.
- Having a code of conduct that makes any form of discriminatory behaviour unacceptable; this is applicable to all team members and is rigorously observed and monitored accordingly.
- All team members are required to behave at all times in accordance with these policies, failure to do so will constitute gross misconduct and immediate removal from the project.

Adhering to this Policy

Equality, diversity and inclusion means that everyone will be treated without discrimination. This is regardless of the individual's age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation - 'protected characteristics' as outlined in the Equality Act 2010 - or any other aspect that could result in their being discriminated against purely because they have such characteristics.

St Ives Orchard CIC aims to celebrate differences (for example of culture, identity and experience etc.) between individuals. It avoids treating people unequally and unfairly. It recognises that treating people unequally can result in them losing their dignity, respect, self-esteem and self-worth and ability to make choices.

St Ives Orchard CIC does not assume that adhering to the principles and values of equality, diversity and inclusion apply only to the project's team members. Contractors, partners and anyone attending

events and activities must also respect team members and each other, and not discriminate against them on the basis of any of the 'protected characteristics' or any other aspect that could result in them being discriminated against purely because they have such characteristics.

St Ives Orchard CIC makes clear that it finds unacceptable any form of racist, sexist, homophobic or similar discriminatory behaviour from any source.

St Ives Orchard CIC also builds these expectations into its external contractual relationships.

This policy is relevant to anyone who volunteers or works with St Ives Orchard CIC, or is involved in events and activities.

The policy is available either on request or on our website.

Please email admin@stivesorchard.co.uk with suggestions as to any interventions/actions that could help us to implement this policy as effectively as possible, or to report any activities that may cause concern.

St Ives Orchard CIC will then endeavour to address and resolve any issues raised within 30 days.

Date Policy Updated: April 2024

All St Ives Orchard CIC policies will be reviewed at least every two years and updated when necessary to reflect changes in statutory requirements and best practice guidance.

Please note - the following terms are used in St Ives Orchard CIC policies

St Ives Community Orchard CIC: also sometimes referred to as St Ives Orchard CIC or the organisation.

Volunteers: Directors, Committee Members, Project Managers, Work Party Team Leaders and Participants, and various other roles.

Partners: those with whom we work.

Contractors and suppliers: those who may work for us or provide services to us.

Participants: anyone participating in activities and events.