

Cambridge Sustainable Food CIC Equalities Policy

Our commitment

Cambridge Sustainable Food CIC is committed to the principle of equality of opportunity. It aims to contribute to creating a culture that promotes dignity, equality and diversity, and participation by all. It aims to uphold the 2010 Equality Act by protecting the rights of people based on age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, those in married or civil partnerships, pregnancy or maternity. (The 9 protected characteristics)

In all its activities and partnerships it endeavours to promote inclusive communities, where people feel they belong and are valued, and which have a positive impact on reducing disadvantage and exclusion.

This policy is focused on promoting equality and fairness in the dealings of Cambridge Sustainable Food CIC with employees, volunteers, local food businesses, participants at events or workshops and members of the public.

Cambridge Sustainable Food CIC is committed to ensuring that individuals are treated fairly in all aspects of their employment, or volunteering, or interactions as members of the public, or local businesses, with Cambridge Sustainable Food CIC. It is committed to ensuring that selection for employment, training, promotion or any other benefit is on the basis of merit and ability only. It is committed to maintaining a working environment in which harassment, bullying or intimidation are not tolerated.

Implementation:

A designated director is responsible for the implementation of the policy. Any staff will be consulted on that implementation and on development of the policy. Employees, members and volunteers all have a duty to cooperate with the organisation to ensure that the policy is effective. They should draw the attention of their line manager, or a director if appropriate, to suspected discriminatory acts or practices or cases of bullying or harassment. Breaches of the Equalities Policy will be regarded as misconduct and could lead to action being taken, for example, disciplinary action against employees, termination of contracts for services of consultants or trainers, or withdrawal of volunteer agreements.

Cambridge Sustainable Food CIC will ensure that all new employees, volunteers, members and directors will receive induction on the policy and that consultants, trainers and facilitators will be fully informed.

Monitoring and review:

The implementation of the policy will be monitored and will be reviewed annually.

Complaints:

An employee who thinks he or she may have been discriminated against should raise the matter with his or her line manager, unless the problem lies with the line manager. Initially the employee and manager should aim to resolve the matter informally. It may be that discriminatory action is unwitting and easily resolved once the problem is clear. If he or she is dissatisfied with the outcome, the complaint is very serious, or the line manager is the cause of the complaint, the employee should raise the matter with one of the Partnership Board members.

A participant in one of the events organised by CSF who feels that they have been discriminated against should raise the matter with the event organiser, and if it cannot be resolved informally, should follow the CSF CIC complaints procedure.

This Equalities Policy will be available on the Cambridge Sustainable Food website.

This policy was adopted by the Cambridge Sustainable Food CIC directors on 2/3/2018, and amended 13/12/2019

Signed

A handwritten signature in black ink, appearing to be 'S. Dyer', written over a light-colored rectangular background.

S.Dyer(Director)