

# 3food4u

Registered Charity in England and Wales. Registered number: 1192310

## Equality and Diversity Policy

### 1. Purpose

#### 1.1 Statement of Intent

3food4u is committed to promoting equality, fairness, and respect. We aim to create an environment where diversity is recognised, valued, and celebrated. We will provide equal opportunities for all to develop and to fulfil their potential. We will engage fully with our diverse society. We will take care to assess the impact of our policies and their implementation on race, colour, nationality, ethnic or national origin, religion and belief, gender, gender reassignment, disability, sex or sexual orientation, marriage and civil partnership, pregnancy and maternity and age equality. These are the 'Protected Characteristics' contained in the Equality Act 2010, and they also correspond broadly with the headings under which citizens are legally protected from discrimination in employment and other aspects of participation in society, in equality legislation in the Republic of Ireland, namely the Equal Status Act 2000 as amended by the Equality Act 2004. This policy is to be linked with the RIBI Dignity Policy (rev. April 18) as approved by General Council in November 2017 (D. GC 2017/18:18)

#### 1.2 What is Diversity?

When people think of diversity, they may think first of ethnicity and race and then gender. However, diversity is much broader than that. Diversity includes, but is not limited to: age, ethnicity, gender, gender identity, physical abilities or qualities, race, sexual orientation, educational background, geographic location, income, marital status, partnership status, religion or belief, parental status, caring responsibilities and work experience. Diversity management can be broadly defined as accepting, valuing and getting the best from all individuals whatever their group or individual differences such as communications style, career or vocational experiences and other factors.

Everyone is valued as an individual as well as a member of the team. Everyone is themselves and seeks to be successful as themselves rather than conforming to a mould.

In short, every individual has a right to their own success and a responsibility to the success of the team. They have a right to celebrate individuality and a responsibility to conform to the team's policies, ethos and codes of behaviour.

#### 1.3 What is Discrimination?

3food4u is committed to maintaining an environment which is free from discrimination and harassment of other people including current or prospective members and employees. The following forms of discrimination are prohibited under this policy and are unlawful:

- Direct discrimination: treating someone less favourably because of a Protected Characteristic.
- Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified.
- Harassment: this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

- Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
- Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

## 2. Policy

3food4u is committed to providing excellent diversity and equality of opportunity. 3food4u objectives are to promote and develop diversity initiatives with a view to matching and, if possible, improving on best practice. It actively endorses relevant programmes of action and codes of practice on all aspects of diversity.

3food4u aims to provide an environment where we will:

- Treat all our volunteers, employees and outside contacts with dignity and respect.
- Provide everyone with the opportunity to develop and realise their full potential.
- Take positive action to secure equality of opportunity.
- Ensure that our recruitment, selection, and career progression processes are fair, objective and free from bias or stereotyping.
- Endeavour to ensure that 3food4u deliver excellent service to their respective diverse communities.

### 2.1 Objectives

Our diversity and equality objectives are focused on three key areas:

#### 2.1.1 Service - we will:

- Provide clear information about services in ways that are accessible and meet the community needs.
- Monitor the physical features of our premises to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, we will take reasonable steps to improve access. If we consider a particular adjustment would not be reasonable, we will explain our reasons and try to find an alternative solution where possible.
- Consult with different groups on service needs and provision.
- Monitor and evaluate services to ensure that they do not unfairly discriminate.
- Ensure equal access to the 3food4u complaints procedure.
- Assess our policies, functions and practices to consider their impact on equality in line with legal requirements and best practice policy.

#### 2.1.2 Recruitment and Retention – we will:

- Recruit volunteers and employee that represent the makeup of the regional population in terms of race, gender and disability.
- Monitor the selection process to ensure it is free from discrimination and openly accountable. Any information provided in this respect is voluntary and will not adversely affect an individual's chances of recruitment or any other decision related to their membership or employment.
- Review and monitor all other policies and procedures to ensure that they do not inadvertently allow unfair discrimination to occur.
- Ensure that access to information, procedures and records is as open and transparent as possible.
- Encourage a culture and environment free from discrimination and harassment.

- Assess our policies, functions and practices to consider their impact on equality in line with legal requirements and best practice policy.

#### 2.1.3 Working in Partnership – we will:

- Work with others in partnership to endeavour to provide an environment free from unfair discrimination and harassment.

Agreed by trustees: 11.11.20

Review Date: Nov 2021