

# Diversity, Equity and Inclusion Policy



<b>Trustee Owner</b>	Alan Bowe
<b>Effective date:</b>	1/3/22
<b>Review date:</b>	1/3/25
<b>Related documents</b>	Safer Recruitment Policy Anti-bullying and harassment Policy

## Approval History

Version	Reviewed by	Amendment History	Approved by	Date
1.0	Jane Sullivan	First Draft	Alan Bowe	1/3/22
1.1	Katharine Jane	Updated to reflect change from director to trustee	Jane Sullivan	14/7/22
1.2	Andrew Counsell	Reviewed – no update needed	Katharine Jane	11/3/24

**Newton Rigg Ltd** is committed to encouraging diversity, equity and inclusion among our beneficiaries, volunteers and workforce, and eliminating unlawful discrimination.

The aim is for our organisation to be accessible to all sections of society, and for each employee to feel respected and able to give their best.

Newton Rigg Ltd, in providing goods and/or services and/or facilities, is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all attending our farm, whether in temporary, part-time or full-time employment, as a student or on a volunteer basis
- not unlawfully discriminate because of the Equality Act 2010's protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Newton Rigg Ltd commits to:

- encouraging equality and diversity as they are good practice and make business sense
- creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued
- taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities
- making opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)

- reviewing employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- monitoring the make-up of the farm volunteers, students and workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy