HERD THYME

Equal Opportunities Policy

Statement on Equal Opportunities

Herd Thyme is committed to implementing and promoting equal opportunities in its activities, services, and practice. It realises that discrimination exists in society (whether protected by law or not) and believes that this prevents potential and ability from being realised.

Herd Thyme Equality Objectives (in accordance with the 2010 Equality Act)

- Raise attainment for all children
- Close the gap between those facing disadvantage and their peers
- Value all individuals, giving equal access and opportunity to all and removing discrimination and other barriers to involvement
- Promote an approach that ensures positive processes and outcomes for all, including treating people with dignity and respect as a set of core values
- Work towards inclusion is active, involves imagining better and understanding that we all have something to contribute.

Herd Thyme will not tolerate discrimination on the basis of:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status or home responsibility
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Refugee or asylum seeker status.

As a provider of a service to the community, Herd Thyme accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

Herd Thyme recognises that some users of its services may, because of their past or present distress or illness, say or do things which would otherwise be unacceptable and

incompatible with Herd Thyme's Equal Opportunities Policy. Herd Thyme will do all it can to understand and challenge such behaviour.

In cases where intervention is possible, a gentle approach will be adopted which aims to alter attitudes and behaviour while maintaining support for the distressed client.

Herd Thyme reserves the right to open its membership to any organisation who supports our aims and objectives. However, it will exclude from membership those organisations that actively work against the development of an equal opportunities policy over time, despite encouragement from Herd Thyme.

Herd Thyme realises that a genuine commitment to equal opportunities must operate on all levels:

- Herd Thyme will prevent unfavourable treatment, directly or indirectly, upon individuals from any group facing discrimination in its recruitment and deployment of human resources. Where discrimination does occur, it will be dealt with through the agreed procedures.
- Herd Thyme will seek to prevent discrimination and ensure equal representation in the services it provides, the structures that it facilitates and the practice through which it carries out its work. This involves the development of greater diversity in the directors, networks, and membership, to ensure a genuinely wide representation.

Responsibility

The Director of Herd Thyme has overall responsibility for the effective operation of this policy. However, all staff, volunteers and service users have a duty as part of their involvement with Herd Thyme to do everything they can to ensure that the policy works in practice. Those responsible for recruiting staff/volunteers to work in Herd Thyme projects are responsible for ensuring that they are aware of Herd Thyme Equal Opportunities Policy and adhere to it while working as Herd Thyme volunteers.

Herd Thyme will bring to the attention of all staff, volunteers, and service users the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.

If any service user, staff member or volunteer feels that they have been, or are being discriminated against, in any way, they are entitled to pursue the matter with the Management.

All instances or complaints of discriminatory behaviour will be treated seriously.

Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

Disabled Access

Herd Thyme will endeavour to ensure, as far as is practicable,every effort will be made to ensure premises are accessible. This policy acknowledges that weather, terrain and the nature of the farm has its limits.

Use of Language

Staff, volunteers, and service users should avoid and challenge the use of language which, in any way, belittles anyone.

Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, disciplinary action may be taken if they persist with it.

All materials used or developed by Herd Thyme will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

Where someone shares their preferred pronouns, staff and students will respect and use these.

Sexual Harassment

No staff, volunteer or service user should be subject to sexual harassment.

This is interpreted as unwanted behaviour of a sexual nature including:

• verbal sexual abuse

• physical contact

• repeated remarks which an individual finds offensive

If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the service user, staff member or volunteer who is the recipient of the behaviour will be entitled to make a formal complaint.

Monitoring and Review

The Policy will be constantly reviewed by the Director to ensure that no-one in the group is put to a disadvantage either, directly or indirectly.

HERD THYME

Equal Opportunities Policy

It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.

The Director of Herd Thyme will review this policy annually.

APPENDIX 1

Confirmation of Compliance – Herd Thyme Staff Equal Opportunities Policy

I hereby confirm that I have read, understood and agree to comply with the above policy.

Name ……..

Position Held …….

Signed ……..

Date ……

Once completed, signed and dated, please return this form to the Proprietor for holding on file.