



Equality and Diversity

Approved: 04/08/2024

To be reviewed: 04/08/2025



Introduction

Agricultural and Rural Centre is committed to promoting a supportive and inclusive culture for all of our employees, volunteers and customers. We aim to ensure that no job applicant, employee, volunteer, customer or visitor to the Centre experiences less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender reassignment or parental/marital status, sexual orientation or disability. By integrating individual strengths, we will maximise efficiency and creativity, and deliver greater customer service.

Aims

The Agricultural and Rural Centre will work to ensure that everybody is:

- Treated fairly and without discrimination during their employment, commencing with the recruitment process and have access to promotions when available based on merit.
- Fairly appraised and rewarded for personal contributions to the organisation, taking into account internal and external comparisons and affordability.
- Able to work in a healthy and safe environment free from hazards.
- Able to access opportunities for training and development to develop to their full potential.
- Supported in balancing work and home life commitments and have requests considered objectively.
- Treated with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable.

We strive to:

- Encourage the participation of learners and apprentices of all abilities.
- Provide a safe and fair End Point Assessment environment.
- Develop qualifications, accreditation and assessments to improve access and widen participation.
- Offer support to meet individual employee needs.
- Ensure the recruitment process is fair and transparent.
- Ensure that our environment is free from discrimination, bullying or harassment.

Roles and responsibilities

Agricultural and Rural Centre is committed to promoting equality for all. If an employee feels they have been subject to discrimination in employment, which is in direct conflict with our commitment to equality of opportunity, they should raise this by using our complaints procedure.

All employees have a responsibility to treat others with dignity and respect. If an employee is found to have acted in a deliberately discriminatory manner, appropriate disciplinary procedures will apply.

All employees, customers and learners will be informed that an equality and diversity policy is in operation and are bound to comply with its requirements. This policy will also be drawn to the attention of funding agencies, stakeholders and job applicants through appropriate communication channels.

It is expected that when staff are representing Agricultural and Rural Centre in an external capacity, and as part of their role, that they will endeavour to ensure that equality and diversity principles and practices are adhered to.

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The Agricultural and Rural Centre operates within the legislative framework of the Equality Act 2010.

The Agricultural and Rural Centre views discrimination against any person on any grounds as a serious disciplinary offence.

We will not tolerate any forms of discrimination based upon:

- a) Direct discrimination.
- b) Indirect discrimination.
- c) Associative discrimination.
- d) Perceptive discrimination.
- e) Harassment.
- f) Victimisation.

We will not tolerate any form of discrimination, bullying or harassment including socioeconomic status, trade union activity, part time status or the following protected characteristics:

- a) Age.
- b) Disability.
- c) Gender reassignment.
- d) Marriage and civil partnership.
- e) Pregnancy and maternity.
- f) Race (including colour, nationality and ethnic or national origin).
- g) Religion or belief.
- h) Gender.
- i) Sexual orientation.

Breaches of this policy will be regarded as misconduct and will therefore be subject to the Disciplinary policy or other appropriate action.

Monitoring and Evaluation

The Agricultural and Rural Centre will regularly evaluate its services and the effectiveness of its equality and diversity policy.

Review of this Policy

The Agricultural and Rural Centre's training's commitment to equality and diversity is an active one. This document

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will be amended on a regular basis as part of this active commitment.

Agricultural and Rural Centre will seek to keep up-to-date with new developments in Equality and Diversity practice and actively seek information on this issue.