

Equality, Diversity and Inclusion Policy

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1. Introduction

The Future Farms Partnership (FFP) is committed to promoting equality, diversity, inclusion and accessibility across all aspects of its work to deliver 100 new agroecological farm enterprises in Powys, Wales. We understand that farming enterprises thrive when they reflect and serve the whole community, and we value the contributions of people from all backgrounds.

This policy applies to all FFP activities, including project planning and delivery, staffing, recruitment of growers, engagement with communities, partners and stakeholders.

2. Our Commitment to equality and diversity

FFP recognises and values that people have different needs, beliefs, values and abilities, and we aim to ensure that these differences are respected, valued and promoted throughout all project activities. We are committed to six actions.

2.1 Promoting accessibility

We will ensure opportunities to engage with the project are open to all, with barriers to participation identified and removed wherever possible.

We will make project information, events, application processes and communication accessible to people with varied needs, and sensitive to cultural differences.

2.2 Valuing cultural diversity

We will encourage participation from diverse groups, including those under-represented in agriculture and rural enterprise.

We will reflect the diversity of the community within project governance, stakeholder engagement and decision-making processes.

2.3 Promoting participation and involvement

We will actively involve people and groups who will be affected by project decisions in the planning and ongoing design of activities.

We will engage marginalised or traditionally under-represented groups to ensure their voices shape our work, especially in developing training, access to land and support pathways.

2.4 Promoting equality of opportunity

We will provide fair access to training, support and employment opportunities generated through the project.

We will take positive action where necessary to reduce barriers and help achieve equitable outcomes for people experiencing discrimination or disadvantage.

2.5 Building inclusive communities

We will support community cohesion and collaboration across different groups, encouraging shared ownership and mutual respect.

We will work to ensure new farms and food systems foster belonging and connection for all participants and local residents.

2.6 Reducing disadvantage and exclusion

We will identify and proactively address inequalities in access to land, resources, markets and training.

We will target support to those facing greatest barriers, including people from low-income backgrounds, young farmers, and groups historically under-represented in agriculture.

3. Implementation

3.1 Inclusive recruitment and selection

We will implement fair and transparent processes for recruitment of staff, growers and contractors, ensuring selection criteria are applied consistently and free from bias.

3.2 Project design and engagement

Project planning, delivery and evaluation will actively seek input from diverse participants and stakeholders. Accessibility needs will be considered in every engagement activity.

4. Responsibilities

All Future Farms partners expected to uphold and implement this policy.

The Topic Groups are accountable for ensuring the policy is applied.

5. Reporting issues

Concerns about breaches of this policy (e.g., discrimination, exclusion, lack of accessibility) should be raised with Our Food Trust or Social Farms & Gardens, who will respond promptly and confidentially. Remedial actions will be taken where appropriate.

6. Policy review

Implementation of the policy will be reviewed annually on the basis of reports from the Topic Groups.

This policy will be reviewed annually, or sooner if required by changes in legislation or funder requirements.