

Our vision

Eat That Frog has a long-term vision that aligns itself to flagship equality organisations like Equality South West ... “where discrimination is eliminated, diversity is universally valued and human rights are everywhere respected”. We are passionate about our organisation achieving this vision and working with partners to enable this vision to be implemented across the community. However, we understand that, in order to do so, we must ensure that equality and diversity are truly embedded in to everything that we do.

Introduction

The purpose of this policy is to demonstrate Eat That Frog C.I.C.’s commitment and dedication to eliminating discrimination and encouraging and valuing diversity amongst our staff, volunteers, customers and stakeholders. We strive to create an environment in which bullying, harassment and discriminatory behaviour does not exist and true equality is achieved for everyone. We will not tolerate bullying, harassment or discriminatory behaviour on any grounds and in particular because of an individual’s:

- ✔ *Age;*
- ✔ *Disability;*
- ✔ *Gender;*
- ✔ *Race;*
- ✔ *Religion or Belief;*
- ✔ *Sexual orientation;*
- ✔ *Transgender status;*
- ✔ *Marriage or civil partnership;*
- ✔ *Pregnancy and maternity;*
- ✔ *Caring Status;*
- ✔ *Socio Economic Status;*

We recognise our responsibilities under the Equality Act (2010) and we are passionate about meeting and exceeding them. We believe that a culture that embraces equality and values diversity will encourage everyone to give their best.

Responsibility

Eat That Frog understands that for equality to be achieved this policy needs to be supported and embraced by all staff, volunteers and stakeholders. The policy is fully supported and welcomed by all employees, volunteers and has been agreed by our Directors. All staff, volunteers, and stakeholders have a responsibility to ensure that their own behaviour and actions are within the spirit of this policy. Overall responsibility for the implementation of this policy lies with Eat That Frog’s Directors.

Our commitments

Eat That Frog recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do. Within our annual self assessment of services we will review our performance in relation to this policy and include actions for improvement within our operational development plan.

We will:

- ✔ *Monitor and review this policy annually.*
- ✔ *Deliver an equality action within the operational development plan to ensure that all commitments in this policy are fulfilled.*
- ✔ *Work to achieve a diversity within the organisation that is representative of the community we work in.*
- ✔ *Communicate our equality commitments to all staff, volunteers and stakeholders.*
- ✔ *Carry out an equality impact assessment on any significant new or revised policies and procedures.*
- ✔ *Create an environment in which diversity and the contributions of all staff, volunteers and stakeholders are recognised and valued in all that we do.*
- ✔ *Embed equality and diversity in to our business plan.*
- ✔ *Create a working environment that promotes fairness and respect for all.*
- ✔ *Ensure that training, development and progression opportunities are available to all staff and volunteers when applicable.*
- ✔ *Review all of our employment practices and procedures to ensure fairness.*

Working with contractors, suppliers and partners

It is important to us that our suppliers, contractors and any other individual or organisation in we purchase supplies from, we partner or we sub-contract to, promote equality and value diversity. For those which we subcontract we have an expectation that they will:

- ✔ *Share a copy of its Equality and Diversity Policy with;*
- ✔ *Carry out equality monitoring for staff, board members/directors and customers as a minimum;*
- ✔ *Use the equality monitoring information gathered as a means of improving the representation of the workforce, management and customer base;*
- ✔ *Use accessible venues for events and meetings;*
- ✔ *Use accessible communications in everything that they do; For example, emails, letters, reports and publicity materials;*
- ✔ *Ensure that all employment practices and procedures are fair, and;*
- ✔ *provide evidence from time to time on the above points*

Review and Action

We will ensure all other policies will support this Equality and Diversity Policy. Related policies include the Bullying and Harassment Policy, Grievance and Disciplinary Policy and Complaints Procedure.

We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice. A review of our Equality and Diversity Policy will be carried out on an annual basis. Any actions identified in the review will be added to our Operational Development Plan. Progress against our this plan will be reported to our staff, volunteers, and stakeholders annually as part of our self assessment process.

If you wish to comment, make a complaint or inform us that this policy has been breached, you can do so by getting in touch with Eat That Frog via one of our Directors. Telephone on **01803 551551** or **email info@eatthatfrog.ac.uk** Communications will be acknowledged. This policy is based on best practice taken from Equality South West