



# Barleybird CIC

## Equality, Diversity and Inclusion Policy

Policy created by:	Gaina Dunsire (Director)
Signed off by:	Nick Saltmarsh (Director)
Policy created:	June 2023
Due for review:	May 2024

Barleybird's work is guided by the principles of agroecology, which includes *protecting and improving rural livelihoods, equity and social well-being*. We seek to promote equality, protect human rights, and support the interests of diverse people and communities.

Our aim is to enable as wide a range of individuals, groups and networks as possible to be involved with our work and to ensure that no one is discriminated against in their contact with Barleybird on grounds of gender, race, class, disability, religion, age, sexual orientation, or any other irrelevant basis.

We will endeavour to

- provide opportunities for a wide range of people to be involved and have their voices heard
- ensure that we treat people and groups fairly and are not acting in a discriminatory way
- challenge unfair or discriminatory behaviour when we see it
- contribute to realisation of a better balance of power between people with the resources, position and authority to make decisions and allocate resources in a way that affects others and those who are affected either directly or indirectly by those decisions – primarily people, but also bio-diversity in terms of animals, fish, plants and ecosystems
- co-design and promote solutions through activities that are suited to the needs of a diverse range of people and situations
- understand where we may currently have limitations to our championing diversity so that we can understand these and work systematically to overcome these
- embed methods for monitoring our approach to diversity and improving over time

## Staff

Barleybird is committed to employing the best staff for a given post and ensuring that all staff are recruited on merit. We will try to ensure that new opportunities are made available to a wide variety of eligible candidates to promote diversity and equality of opportunity through advertising or our networks.

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## **Employment**

Terms and conditions of employment offered should allow all members of staff to work to their highest ability and not discriminate against particular individuals or groups. Members of staff will be given appropriate support to enable them to fulfil their roles and develop to the best of their abilities.

## **Behaviour**

A constructive and challenging yet non-threatening working environment is essential for all those working at Barleybird and will help all individuals to develop to the best of their ability. Racial or sexual harassment is therefore not acceptable and no person working for Barleybird (whether staff, volunteers, interns, Directors or partners that we work with) or with Barleybird should be expected to tolerate such behaviour.

## **Language and communications**

All those associated with Barleybird are expected to use language in a way that is not offensive to other people. This involves being sensitive in our use of language and in our behaviour and not making derogatory comments about individuals, groups or organisations on the basis of gender, race, class, disability, religion, age or sexual orientation.