



Reg charity no 1187423

## **The Rural Coffee Caravan (RCC)**

### **Policy: Equal Opportunities & Diversity**

#### **Introduction:**

- The Rural Coffee Caravan's (RCC) aim is to be inclusive. It not only acknowledges differences between people but also seeks positive ways to harness these differences in order to enhance creativity and productivity.
- The RCC actively promotes a culture of equality and diversity and emphasises this commitment at every opportunity, particularly within its strategic practices and employment policies.
- The RCC monitors and reviews its response to diversities and ensures that its employees and members are regularly reminded of the charity's commitment to equality and diversity.

#### **Managing Equality & Diversity:**

##### **Internal**

- The RCC aims to reflect its commitment to diversity throughout all its employment systems and policies. In particular, the principle of equal opportunities will apply to recruitment and selection, promotion, transfer, training and development, benefits, facilities, redundancy selection and all other terms and conditions of employment, including the implementation of its disciplinary and grievance procedures.
- The RCC aims, therefore, to ensure that no job applicant, employee or volunteer receives less favourable treatment on the grounds of gender, disability, race, marital status, sexual orientation, religion, colour, nationality, ethnic origin, age, trade union membership or non-membership, nor is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

- Selection criteria and procedures will be reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.
- The RCC respects and values all its employees and volunteers who will receive equal opportunity and, where appropriate and possible, training to ensure career progression within the organisation.

### External

- The RCC recognises that we live in a diverse society and believes that this positively enriches the community and that nobody should suffer disadvantage by reason of social exclusion.
- The RCC seeks to make its services accessible to all individuals and/or organisations.

### **Monitoring:**

- The RCC sees monitoring and evaluation as a valuable management tool and will monitor its response to this policy.
- The RCC will be responsible for monitoring and evaluating the organisation's working procedures and practices with regard to Equal Opportunities & Diversity management.
- The RCC will regularly review this policy and procedures in accordance with changes in legislation and guidance.

**Policy Review: Last reviewed Nov 2024.... next review Nov 2027**