



The Landworkers' Alliance – A grassroots union for farmers, growers and land-based workers
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Landworkers' Alliance Equality and Diversity Statement

The Landworkers' Alliance is committed to promoting equality and diversity, providing an inclusive and co-operative environment in which all individuals working for and on behalf of the organisation feel respected and able to give of their best.

The LWA's Equality and Diversity Statement is informed by the Equality Act 2010 and the Co-operative Principles and Values:

“Co-operatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, co-operative members believe in the ethical values of honesty, openness, social responsibility and caring for others” (ICA)

The LWA is therefore committed to offering equal opportunities, eliminating all forms of discrimination and encouraging diversity in all areas of the organisation.

LWA will not discriminate against, bully or victimise any person or organisation on grounds of age, disability, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex, gender, gender reassignment, and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

We will comply with best practice from legal, regulatory and inspection requirements. Codes of Practice and other guidance will be used appropriately to ensure progress on diversity.

Principles

LWA is committed to:

- Creating an environment where all members, volunteers, employees and coordinating group members feel respected and able to give their best.
- Working in inclusive ways in developing an organisational culture that pro-actively promotes diversity and equality.
- Ensuring that the coordinating group, employees, members and volunteers are supported and trained in knowledge and skills to deliver our policy on equality.

Roles and responsibilities

The policy applies to anyone representing or working for LWA. This includes employees, members and directors, volunteers, contractors, consultants and agency staff. This list is not exhaustive:



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- The Landworkers' Alliance is committed to ensuring that all staff (current and prospective), volunteers, members of the union, and other elected representatives and members are afforded equal opportunities regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, health, gender, gender reassignment, marital status, parental status, caring responsibilities, sexual orientation, disability, socio-economic background, educational background, ex-offender status, or any other inappropriate distinction.
- promote diversity and equality for persons working for and on behalf of the Landworkers' Alliance and value input from individuals and groups of people from diverse cultural, ethnic, socio-economic and other distinctive backgrounds.
- promote fair and equal treatment for employees in fulfilling their potential, ensuring that no individuals or groups of people are afforded unfair privilege within the working environment.
- treat all members of staff fairly and equally, irrespective of their length of service, status and number of hours worked.
- challenge discriminatory practice and less favourable treatment, wherever this is identified.
- undertake positive action, wherever possible, to encourage greater participation of under-represented groups of people across the organisation.
- promote an environment free from discrimination, victimisation or bullying in any way or form in relation to all employees and visitors to the organisation.
- regard breaches of the Landworkers' Alliance Equality and Diversity Policy as misconduct which may lead to disciplinary action.
- keep under review all employment practices and procedures to ensure fairness.

The co-ordinating group is responsible for putting in place training, monitoring and review mechanisms to ensure the successful implementation of this policy.

The co-ordinating group is responsible for ensuring that anyone representing or working for LWA is aware of the contents of this policy.

Any instance of doubt about the application of the policy, or other questions, should be addressed to the co-ordinating group, as should any requests for special training.

Where there are issues with the way the policy is working, these will be looked at closely by the co-ordinating group with a view to identifying measures to improve the effectiveness of the policy.

The Core group will review the overall impact of this policy at least every 2 years to make further improvements



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Breaches of this policy

Any breach of this policy, intended or accidental, is not acceptable. Infringements of this policy will be dealt with seriously under the appropriate procedures, such as LWA's disciplinary procedure for employees, termination of membership and termination of contracts.

Issues relating to employees should be raised with a member of the Personnel team responsible for employed staff.

Issues not related to employees should be raised with a member of the co-ordinating group.

Our commitment to our employees

This policy sets out LWA's position on equal opportunities in all aspects of employment, including recruitment and promotion.

- All employees, whether part-time, full-time or temporary, will be treated fairly and with respect.
- Selection for employment, training or any other benefit will be on the basis of aptitude and ability.
- We will work to create an environment in which individual differences and the contributions of all our workers are recognised and valued.
- Every worker is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Appropriate training and development opportunities are available to all workers.
- We will regularly review all our employment practices and procedures to ensure fairness.

Our commitment to our members

We will:

- Take positive steps to encourage as wide a membership as possible, including reaching out to minority and disadvantaged groups to encourage participation and ensuring structures and conditions of membership make the organisation accessible to minority and disadvantaged groups.



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- Ensure that all meetings and training sessions are held in accessible buildings and that timings do not exclude certain groups of people from being able to participate.
- Ensure that papers for meetings are available in accessible formats depending on the needs of participants.
- Ensure that non-Sexist language and titles are used.
- Ensure that people from minority and disadvantaged groups are encouraged to stand for election to the coordinating group, and any committees, working groups and sub-groups.
- Ensure that all members and members of the coordinating group are given an appropriate induction pack to enable them to participate fully in the organisation.
- Ensure that all members are offered appropriate training to support and enable them to carry out their roles in the organisation.

Responsibility for Implementation of the Policy

The Landworkers' Alliance national Coordinating Committee / Board of Directors has ultimate responsibility for the development and implementation of the organisation's Equality and Diversity Policy. In terms of paid staff and volunteers this is achieved through the Director.

All employees (whether in a paid or voluntary capacity) have a duty, both morally and legally not to discriminate against individuals. Employees, members and representatives of the Landworkers' Alliance have a personal responsibility for the practical application of the organisation's Equality and Diversity Policy which extends to the treatment of members of the public and employees.