

Equal Opportunities Policy Statement

All of Hodmedod's work is guided by the values and principles necessary to create a healthy, fair, agroecological food system. We use the definition of agroecology as laid out in the Food and Agriculture Organisations' 10 Elements of Agroecology and associated documents and resolutions.

Hodmedod believes that it's possible to run a thriving enterprise that, as well as succeeding economically, tackles climate change, conserves biodiversity and upholds human rights. Benefiting the wider world as well as our immediate staff, customers and suppliers.

We aim to ensure that all of our activities reinforce our values and principles, and do not detract from them. We have always strived to ensure that we:

- 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;
- understand where we may currently have limitations to our championing of diversity so that we can work systematically to overcome them;
- embed methods for monitoring our approach to diversity and improving over time.

The following gives a summary statement of our approach. If you think we could improve, please do let us know.

Statement of intent

Hodmedod believes that diversity is essential to its work. Hodmedod is committed to being an equal opportunities organisation. 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 Hodmedod on grounds of gender, race, class, disability, religion, age, sexual orientation, or any other irrelevant basis.

Members of the staff team

Hodmedod recognises that diversity amongst its staff is vital in maintaining the dynamic and innovative nature of the organisation.

Recruiting for diversity

Hodmedod is committed to employing the best staff for a given post and ensuring that all staff are recruited on merit. We will endeavour to ensure that new opportunities are made available to a wide variety of eligible candidates to promote diversity and equality of opportunity, whether as a first choice through advertising or, if appropriate, by taking advantage of our wide networks to screen for potential recruits.

Employment conditions, pay and training

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 Hodmedod 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 Hodmedod or with Hodmedod should be expected to tolerate such behaviour.

Language and communications

Hodmedod recognises that language is diverse and influenced by a variety of experiences. While Hodmedod welcomes such diversity, it is also aware that language may be used in a discriminatory or exclusive manner. All those associated with Hodmedod 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.