



Exeter Food Action Equality and Diversity Policy

1. Introduction

Exeter Food Action (EFA) is committed to promoting equality and diversity in all areas of its operations. We believe that everyone has the right to be treated with respect and dignity, regardless of their race, ethnicity, gender, sexual orientation, age, disability, religion or any other personal characteristic. This policy sets out our commitment to promoting equality and diversity and outlines the steps we will take to achieve this.

2. Policy Statement

EFA is committed to promoting equality and diversity in all areas of its work. We will not discriminate against anyone on the basis of their race, ethnicity, gender, sexual orientation, age, disability, religion, or any other personal characteristic. We will ensure that all employees, volunteers and beneficiaries are treated with respect and dignity, and that they are not subjected to any form of discrimination, harassment or victimisation.

3. Scope

This policy applies to all employees, volunteers, contractors, trustees and any other person associated with EFA. The policy applies to all aspects of EFA's operations, including recruitment, selection, training, promotion, performance management and service delivery.

4. Objectives

EFA aims to promote equality and diversity by:

4.1. Ensuring that our recruitment and selection procedures are fair and transparent, and that we recruit a diverse workforce that reflects the community we serve.

4.2. Where appropriate, providing training and development opportunities to all employees and volunteers to enable them to perform their roles effectively and to promote career progression.

4.3. Providing services that are accessible to all, regardless of their personal characteristics.

4.4. Ensuring that all employees and volunteers are aware of their responsibilities under this policy and are committed to promoting equality and diversity.

5. Responsibilities

5.1. The Trustees are responsible for ensuring that this policy is implemented and monitored effectively, and that all employees, volunteers, and beneficiaries are aware of their responsibilities under the policy.

5.2. All employees and volunteers are responsible for promoting equality and diversity in their work and for complying with this policy.

5.3. The trustees are responsible for monitoring the effectiveness of this policy and for ensuring that any necessary changes are made.

6. Monitoring and Review

EFA will monitor the effectiveness of this policy on an ongoing basis and will review it annually to ensure that it remains relevant and effective. Any changes to the policy will be communicated to all employees, volunteers and beneficiaries.

7. Complaints and Grievance Procedure

EFA has a complaints and grievance procedure in place for anyone who feels that they have been subjected to discrimination, harassment or victimisation. All complaints will be investigated promptly and impartially, and appropriate action will be taken to resolve the complaint.

By implementing this equality and diversity policy EFA aims to create a diverse and inclusive workplace where everyone is treated with respect and dignity, and where their individual differences are valued and celebrated.

Agreed by Trustees on: 28.02.26

Date for review: February 2027