

## Equal Opportunities policy statement

All of Sustain's work is guided by values and principles of achieving a healthy, fair, humane and sustainable food system. Our detailed definition of "healthy and sustainable food" has been consulted on extensively with members and others.

Our alliance also has shared concerns that are highly relevant to the food system, but go beyond just food, farming and fishing, such as tackling climate change, conserving biodiversity, upholding human rights, and promoting economic prosperity and sustainable development that benefit the many, not just the few – at home and around the world.

Hence, 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 work in a way that promotes the interests of diverse people and communities, in the context of our aim to achieve a healthy, fair, humane and sustainable food system." Sustain therefore strives 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 our policy and campaign activities, that are suited to the needs of a diverse range of people and situations;
- improve Sustain's ability to speak with ever greater legitimacy and confidence on behalf of beneficiaries, practitioners and viable solutions;
- 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.

Read more about Sustain's approach and policies on our good governance webpage: [www.sustainweb.org/about/sustains\\_sustainability\\_policies/](http://www.sustainweb.org/about/sustains_sustainability_policies/). The following gives a summary statement of our approach. If you think we could improve, please do let us know.

**This Equal Opportunities Statement should also be read in conjunction with:**

- **Sustain's commitment to tackling racial injustice in the food system**
- **Sustain's progress on diversity and anti-racism**
- **Sustain's Diversity Style Guide**
- **Sustain's approach to recruiting for diversity.**

### Statement of intent

Sustain believes that diversity is essential to its work. Sustain 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 Sustain on grounds of gender, race, class, disability, religion, age, sexual orientation, or any other irrelevant basis.

## **Members of the staff team**

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

## **Recruiting for diversity**

Sustain 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 in the national and/or local press 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.

## **Volunteers**

Sustain recognises the relationship between itself and its volunteers is two-way and that volunteers can bring Sustain a valuable diversity of background and experience. Although volunteers are not employed by Sustain, anyone working for Sustain in a voluntary capacity should not be discriminated against on any of the grounds stated in our statement of intent. Volunteers should also agree to behave according to the principles set out in this policy.

## **Behaviour**

A constructive and challenging yet non-threatening working environment is essential for all those working at Sustain 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 Sustain (whether staff, volunteers, interns, trustees or partners that we work with) or with Sustain should be expected to tolerate such behaviour.

## **Language and communications**

Sustain recognises that language is diverse and influenced by a variety of experiences. While Sustain welcomes such diversity, it is also aware that language may be used in a discriminatory or exclusive manner. All those associated with Sustain 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. In our communications, we follow Sustain's [Diversity Style Guide](#) and benchmark our approach against authoritative media, public- and third-sector specialists.