



Equal Opportunities Policy

1. Statement of intent

- School Food Matters believes that diversity is essential to its work.
 - School Food Matters 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 School Food Matters on grounds of gender, race, socio-economic background, disability, religion, age, sexual orientation, or any other irrelevant basis.
-

2. Staff

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

3. Recruitment

School Food Matters is committed to employing the best staff for a given post and ensuring that all staff are recruited on merit. We will endeavor to ensure that new opportunities are made available to a wide variety of eligible candidates either by advertising in the national and/or local press or, if appropriate, by taking advantage of our wide networks to screen for potential recruits.

4. 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. Staff will be given appropriate support to enable them to fulfil their roles and develop to the best of their abilities.

5. Volunteers

School Food Matters recognises that the relationship between itself and its volunteers is two way and that volunteers can bring School Food Matters a valuable diversity of background and experience. Although volunteers are not employed by School Food Matters, anyone working for School Food Matters 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.

6. Behaviour

A constructive and challenging yet non-threatening working environment is essential for all those working at School Food Matters and will help all individuals to develop to the best of their ability. Racial or sexual harassment along with bigotry in any form, is therefore not acceptable and no person working for School Food Matters (whether staff, volunteers or Trustees) or with School Food Matters should be expected to tolerate such behaviour.

7. Language

School Food Matters recognises that peoples' use of language is diverse and directly influenced by a variety of experiences. While School Food Matters welcomes such diversity, it is also aware that language may be used in a discriminatory or exclusionary manner. All those associated with School Food Matters are expected to try 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, socio-economic background disability, religion, age or sexual orientation.

Equal Opportunities policy statement for School Food Matters: Updated January 2023