



Scottish Association of Young Farmers

Equality, diversity, and Inclusion Policy

The Scottish Association of Young Farmers Clubs is committed to encouraging equality, diversity and inclusion among our workforce, volunteers, and members, and eliminating unlawful discrimination. The aim is for our members to be truly representative of all sections of society and for each member, office bearer, volunteer, and staff member to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time or in a voluntary capacity

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Our commitments

The SAYFC commits to:

Our disciplinary and grievance procedures

Details of the organisation's grievance and disciplinary policies and procedures can be found at ["Z:\Development\Policy Documents\Policies"](#). This includes with whom an employee should raise a grievance – usually their line manager. Any members wishing to raise a grievance should contact the Youth Development Manager in the first instance.

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.



Equality, Diversity and Inclusion Mission Statement SAYFC 2023

The Scottish Association of Young Farmers Clubs is fully committed to the inclusion, advancement, recognition and celebration of the young people in, and adjacent to, our organisation. We are determined to provide a safe, welcoming and understanding space for young people of all backgrounds to come and explore all that the SAYFC has to offer, knowing that they will always receive appropriate support and encouragement. As a member-led organisation we strive to operate in a way which allows for everyone to have a voice, to have their views recognised, and to have fair processes for the recruitment and appointment of Office Bearers across all committees and clubs. The SAYFC is focused on providing reasonable adjustment for all members, holding training sessions for Office Bearers and other volunteers so that they too are equipped to deliver excellent experiences and events for our members, as well as regularly updating and reviewing our policies and practises to reflect our broad and varied membership. Our hope is that all members of SAYFC feel that they, and by extension the organisation, uphold the values of integrity, inclusion, access, choice, equality, equity and opportunity. Going forward, we aim to be a living reflection and representation of young people across Scotland, and hold that we will, in every capacity, support all of our members to thrive.

