Triangle Community Garden

Human Rights Policy

Date	Details	Author	Review by
Feb 2025	New policy	Vicky Wyer	Feb 2028

1. Human Rights Statement

We are committed to acting in a way that supports individuals in being able to live freely, equitably and safely with consideration of both their physical and mental health. This includes how we treat our individual participants and colleagues and our support for human rights and equality more broadly.

2. Our commitment – what we will not do

We are committed to respecting human rights in all our business activities, including our provision of services, in line with the UN Guiding Principles on Business and Human Rights. As such, we will not provide services to any business, organisation or government that:

- Fails in its responsibility to respect human rights and all elements of international human rights and humanitarian law applicable to business
- Manufactures or transfers indiscriminate weapons (e.g. cluster bombs and depleted uranium munitions), torture equipment or other equipment that is used in the violation of human rights, or armaments supplied to oppressive regimes
- Has business relationships with an oppressive regime
- Manufactures or transfers indiscriminate weapons (e.g. cluster bombs and depleted uranium munitions), torture equipment or other equipment that is used in the violation of human rights, or armaments supplied to oppressive regimes
- Has business relationships with an oppressive regime
- Advocates discrimination and incitement to hatred

We will not provide services to any business or organisation that:

- Fails to implement basic labour rights as set out in the Fundamental UN ILO Conventions (e.g. avoidance of child labour, or that actively oppose the rights of workers to freedom of association, e.g. in a trade union)
- Impedes access to basic human necessities (e.g. safe drinking water or vital medicines)
- Engages in irresponsible marketing practices (e.g. with regard to tobacco products and manufacture)

In addition to the above, the charity retains discretionary power to deny services to any business, organisation or government that we interpret as not meeting our ethical standards

3. Our commitment - What we will do

- We will work to ensure we have processes in place to identify, prevent and mitigate any adverse impacts of our business on human rights.
- We will ensure we are fair to our participants in the fees and charges we apply. We seek to achieve this by ensuring we always explain fees and charges in plain language that everyone can understand
- We will involve our participants in designing and improving our services to ensure we treat them fairly and meet their needs.
- We commit to regularly assessing our services to determine if we need to adapt or create services to support vulnerable groups in society and improve access to our services for all
- We will also strive to ensure that our services, wording and communications are inclusive and respectful of the needs of our diverse participant base
- We will uphold responsible marketing practices and be transparent about the use of customer data

4. Our workplace and culture

We are committed to creating an ethical workplace by:

- As a minimum, paying our colleagues the real living wage, and not just the minimum as required by the government
- Applying polices that provide for reasonable adjustments, flexible working and leave options to support colleagues through different life stages and events
- Recognising the right of our employees to freedom of association, and welcoming trade union membership
- Prioritising our colleagues' mental and physical health by providing training, support and resources as well as fostering a safe environment for colleagues to be open about their needs

We are committed to ensuring that our values and ethics are embedded in our workplace culture by:

- Ensuring that the workplace values which govern our colleagues' behaviour are aligned with our values
- Ensuring that all values and ethics are part of our mandatory code of conduct and that colleagues receive regular training on them
- Regularly reviewing our policies and practices with a progressive mindset, ensuring they are underpinned by our values and ethics, and meet all legislative and regulatory requirements. Many of our policies include enhanced provisions where appropriate and are in line with our colleague focus

- We promote equality of opportunity and aim to create a culture and environment that attracts and retains a workforce that is representative of our society.
- We operate a fair recruitment process that seeks to attract candidates from diverse backgrounds as well as endeavouring to work towards selection processes free from bias
- We will monitor and address diversity related pay gaps as appropriate

5. Continuous improvement

We will regularly reappraise our participants and stakeholders' views on these and other issues and develop our Ethical Policy accordingly.

On occasion we will make decisions involving ethical issues not included in our Ethical Policy. The charity may also, from time to time, make changes to our Ethical Policy and we will disclose those changes in an open and transparent manner.

The principles we adhere to, in the day to day application of our Ethical Policy, result from the charity making the best judgement possible, based on information available at the time. We constantly strive to enhance our Ethical Policy and to reflect periodic changes in society and related concerns of our community.

6. Publication

- This policy will be available at Ransom's Pavilion, and on the Triangle Garden website: www.trianglegarden.org. It is available on request in hard copy – please email info@trianglegarden.org or write to Triangle Community Garden, c/o Hitchin Initiative, 1A Churchyard, Hitchin SG5 1HR.

- Current and new members of staff, volunteers, gardeners, trustees, tutors, hirers and contractors will be made aware of its existence and any revisions made.