

## Inclusion policy

<b>Category:</b>	Caring for people	<b>Version:</b>	1
<b>Date of Issue:</b>	01-11-08	<b>Contact:</b>	Operations Team Coordinator

### Purpose

To communicate Northey Street City Farm's philosophy of being an open and inclusive community. This policy addresses the key permaculture principles of caring for people and sharing the surplus.

### Policy

1. The Farm is open and welcoming to all people participating in its activities and is passionate about including all people regardless of race, religion, ability, political beliefs or gender.
2. The Farm is a place where people often come to rejuvenate or rebuild their lives. At The Farm all people are accepted on face value and are assumed to be at here with good intent.
3. The notion of 'all people are welcome, all behaviours are not' is a fundamental principle and is included in The Farm's Statement of Shared Beliefs, in the Induction Booklet, which all members are encouraged to adhere to.
4. The physical environment complements our philosophy of inclusiveness by providing access to all amenities (such as toilet and kitchen) and key activity areas during office hours.
5. All carers are to take responsibility for their clients, must consistently be with them, and participate wherever possible in the activities.

### Procedures

1. The building of all pathways and structures should be designed with accessibility for all people in mind.
2. All events, large and small, at The Farm are free for all attendees.
3. Lunches are served to anyone present, without questions asked, although we are happy to take donations at people's request.
4. Pricing (e.g., memberships, education) is structured to provide maximum opportunity for people on welfare benefits or minimal income to participate.
5. The Farm provides every opportunity to all people and equal access to all Farm roles, including paid, coordination and supervisory positions.

