

Partnership Policy

Please read this in conjunction with our statements on Equality, Inclusion & Social Justice

This pub and its staff are committed to creating a space that is a safe and inclusive place to drink and to work. We also believe that it is not enough to reject the negative but that it is our duty to actively try and make the world better for everyone!

As part of our commitment to this we believe that the people we work with should also stand by our values and themselves commit to acting to improve. This means that we will not offer for sale products whose branding we believe to be offensive or discriminatory under our standards, that we will work to ensure that our offerings are as ethical as possible and that we will seek to improve all aspects of our supply chain. It also means that we choose to only work directly with people who are willing to stand by and engage with the points outlined below and that we will aim to speak about areas where there are problems in order for everyone to improve.

We acknowledge that we ourselves are still very much working to improve and that we make mistakes, as such we also do not expect our partners to be perfect, to have never made mistakes in the past nor make any more in the future but where patterns emerge and are not addressed or mistakes are wilfully denied or covered up this cannot be considered acceptable.

For the purposes of this document a Partner is someone that we work with consistently. This means: brewers and wholesalers that we buy from on a regular basis especially if there is any form of supply agreement; pop-up vendors; music promoters and musicians; artists; and, community groups or charities.

Expectations

- Discrimination, harassment and bullying are never to be tolerated.

Following the law with regard to the Equality Act should be considered a bare minimum and we believe that the principles of fair treatment and consideration for others should be extended throughout all parts of an organisation.

As such as well as allegations of direct discrimination (e.g. racism, failure to make reasonable disability provision etc) we take accusations of bullying and/or hostile working environment seriously. Whilst everyone has a right to defend themselves against any allegations, so too do people have a right to be heard and to have their concerns investigated and acted upon. Companies with a track record of discriminatory behaviour must show a commitment to change; this means as well as putting in place robust procedures to prevent it from happening again they need to hold themselves accountable and accept scrutiny.

Products, branding, marketing and advertising campaigns should not make use of misogynistic, homophobic, transphobic, ableist or otherwise derogatory material. This specifically applies to song lyrics, pump clips etc but also refers to use of social media. Companies/Potential Partners with a history of using derogatory material previously should not only change their branding

but ideally should also explain that one of the reasons for no longer using that material is that it is inappropriate.

We will actively avoid working with people who do not treat others with respect and we would hope that our Partners will also try to avoid working with such companies. We also hope that our Partners can tell us if we fall short.

- Community, co-operation and consideration are key to improvement

Competition is an accepted part of business practice but it is by no means the only or even the best method of success. Collaboration and co-operation build stronger communities which support individuals and in turn feed back to us as a business. We actively seek partners who help us grow the 'Beer Community' but also help us give something back to the neighbourhood where we work and beyond. If a business creates a sense of community within its workers and its customers it is then in a better position to reach out into the wider community and have an impact even amongst those it never serves directly.

This means sharing of information and sharing of contacts within the community – people and knowledge are valuable resources and access to them is both vital and easy to share. It also means supporting business and enterprises smaller than ourselves by standing up for them and speaking out against unjust changes in such areas as planning and taxation and also by making sure they have a platform to be seen and heard. It means acting in good faith and being able to trust each other not to use the community to gain unfair advantage.

This is also the heart of an inclusive mindset that aims to remove barriers and works with different groups to achieve that; examples could include more accessible packaging, funding internships, doing collaborations with charities or setting up mutual aid supply hubs.

We ask that our Partners demonstrate these values in ways that are appropriate to them as a business as they work with us and in their work with others and therefore strengthen the networks.

- Environment and Sustainability

It should not be a radical to suggest that we collectively bear responsibility for the preservation of our planet and that we should be actively attempting to repair damage done by previous generations, nevertheless it seems necessary to ask that our Partners have a statement and ideally an action plan with regard to their environmental impact.

This means looking at energy use, packaging, deliveries and staffing; and it means thinking longer term.

There is no one size fits all approach and we welcome a variety of different responses provided they demonstrate thoughtfulness and a practical approach – we are also happy to share examples of things which have worked for us.

Ideal Aims:

We consider having the above standards to be a reasonable start point for any Partner but we would also encourage people to consider being proactive, creating their own standards and perhaps seeking out support from existing inclusivity and social justice initiatives.

See: Everyone Welcome, Crafted for All & Work in Progress