

FAIR food

SUSTAINABLE FOOD PLACES

Framework for Action on Inclusion and Representation



Co-developed strategy

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FAIR food: Framework for Action on Inclusion & Representation

Purpose

To build fair and resilient food systems by embedding equity, accountability, and representation into local food partnerships

Context

- Place-based approach
- Actively anti-racist & non-discriminatory
- Reflect and build on REDI for Change
- Acknowledge multiple forms of discrimination and oppression
- Local food partnerships reflect their communities.
- Built with input from local partnerships.
- Guidance, tools, and structures are provided, but tailored locally.

Focus

- 1. Racially minoritised communities**
- 2. Young people (14–25)**

- 3. Low-income households**
- 4. Farmers & food producers**

Structure

- A. Culture** Building understanding, learning, & accountability
- B. Practice** Developing inclusive ways of working.
- C. People** Ensuring participation reflects diversity.

Implementation

- Food partnerships will create their own FAIR food Action Plans
- Expert Panels will guide and hold SFP accountable.
- SFP Programme support through: training, resources, codes of practice, awards criteria, an action planning tool, and communications campaigns.

Purpose

- **Recognising that representation and justice are essential to building fair, resilient food systems.**
- **Acknowledging that food partnerships must reflect the full diversity of their communities, ensuring all voices are heard and acted upon.**
- **Ensuring that equity and accountability are tightly woven into the work of local food partnerships, so that food systems are shaped by and for everyone.**

Context

As a programme and network, we are committed to being purposefully and proactively awake to discrimination, under-representation and injustice in our work.

A place-based approach

SFP's place-based approach requires that local food partnerships genuinely reflect and represent their communities, ensuring that anyone who wishes to engage with, learn about, or contribute to food system decision-making can do so. To ensure this, local food partnerships, their members and leaders, must be meaningfully inclusive, significantly diverse and intentionally justice oriented.

Achieving this demands reflection on the **culture, practices**, and the **people** within our organisations, and the development of strategies and approaches that help us to be more diverse, fair and inclusive.

Discrimination

We acknowledge that, unless recognised and addressed, our work is in danger of reflecting and perpetuating systemic racism and discrimination against other protected characteristics where it exists in the UK. We recognise and respond to this by striving to be **actively anti-racist and non-discriminatory organisations**.

We believe that all stakeholders in the food system should have a voice, the opportunity for equal participation, and agency in decision-making processes. **SFP commits to inclusive and fair decision-making in our programme and our network of member food partnerships** to ensure that diverse perspectives are considered, leading to a

more just and equitable food system for all. It is important that we focus on **accessibility**, ensuring no-one faces barriers to participation based on disability or challenges based on other protected characteristics.

Anti-racism

FAIR food is informed by, reflects and builds on the work we have already achieved on anti-racism: **REDI for Change**, the **REDI Review Tool** and the **Anti-racism Strategy**.

We acknowledge that race significantly shapes people's experiences within the UK's food system, from food access and food sector work to inclusion in food strategy development. Addressing culture and practice on race is therefore integral to ensuring that representation and justice is embedded in the SFP programme and the core work of local food partnerships.

We should also acknowledge that this is rooted in our colonial past – the historical roots of systemic discrimination, oppression and marginalisation – and that solutions often focus on present day challenges whilst failing to examine the underlying systemic inequities and historical oppression (see: **The Sankofa Report**).

A fair and inclusive food system

To be truly representative, inclusive, and fair, we must acknowledge that multiple forms of discrimination and oppression exist, beyond race, and that these factors may also impact accessibility and participation in food partnerships.

The **UK Government's Equalities Act of 2010** protects individuals from discrimination based on nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Barriers such as education and financial exclusion must also be considered when fostering inclusive participation and we acknowledge that people experience discrimination in different, intersecting ways based on multiple aspects of their identity.

We also acknowledge that local, national and global food systems are currently broken and unjust systems. Our work on representation and justice needs to acknowledge this by recognising the structural and systemic factors that prevent justice from being realised in the spaces where we work, including colonialism, capitalism, racism, and patriarchy.

3 dimensions to justice in food systems work

Discussion on food systems transformation recognises **3 key dimensions** to the concept of justice: distributive justice focuses on the fair allocation of resources and benefits, procedural justice emphasises inclusive decision-making processes, and recognitional justice ensures diverse perspectives and cultural values are acknowledged and respected. (see: **Just transition principles and criteria for food systems and beyond**).

We acknowledge these 3 dimensions to the concept of justice, have incorporated them into FAIR Food, and encourage local food partnerships to consider them as essential concepts in achieving a just and sustainable food system.

The FAIR Food co-development process is described in **Annex 1**

Principles

Representation

Real, meaningful change can only happen when we listen to and understand the views of the whole community – particularly those who are marginalised, less often heard and whose experience is dismissed.

Justice

Our food system can only be just if it is inclusive of diverse experience, when marginalised communities speak for themselves – increasing inequality in our food system demands a focus on greater justice.

Equity

Marginalisation and disadvantage in society influences who is under-represented and excluded in food systems work – in particular a disproportionate impact on global majority communities: the most marginalised are the most affected by inequity and injustice.

Anti-racism (see in **Context** section, above)

Race significantly shapes people's experiences within the UK's food system – addressing culture and practice on race is integral to ensuring that representation and justice is embedded in the SFP programme and the core work of local food partnerships.

Responsibility

Responsibility sits with leaders of local food partnerships and SFP to support, elevate and include the voices of under-represented and marginalised groups and communities – ensuring that the burden isn't placed on under-represented and marginalised groups to do the hard work.

Agency

Those who are most disadvantaged within society have the least agency in contributing, shaping and transforming the food system around them – this requires effort to explore ways to improve their participation and engagement with food partnerships.

Experience

Those with experience of being under-represented and treated unfairly in society and the food system are integral to improving engagement and participation – listening to, understanding and addressing barriers to their engagement and participation.

Intersectionality

People experience discrimination in different, intersecting ways based on and compounded by multiple aspects of their identity – e.g. the lived experience of one Black Person of Colour (BPOC) may differ significantly from that of others based on factors such as gender, age, or socio-economic background.

Commitment

Representation and justice are, for many, a neglected area of food system action – this requires that we commit to addressing complacency, lack of awareness, and disengagement from the lived experience of those who are marginalised, oppressed or discriminated against.

Accessibility

Engagement and participation in food partnership activities, processes and decision-making should be accessible to all – no-one should face barriers to participation based on disability or other protected characteristics.

Difference

Conflicting visions of solution making can be generative and lead to more representative spaces, rather than needing to be managed or removed – learn to embrace different perspectives that naturally emerge from the inclusion of diverse voices.

Accountability

Embodying, expressing and actively working towards improved representation and justice in our food systems work is the responsibility of SFP and local food partnerships – holding ourselves and each other responsible and accountable for benchmarking, making change and ensuring people feel safe to challenge processes and behaviours.

Approach

SFP's approach to representation and justice must be relevant, realistic and practical for SFP local food partnerships to adopt. To achieve this, it must acknowledge the wide variety and differences in capacity and resources of local food partnerships – the over 120 members of the SFP network.

SFP's approach needs to be **robust, clear** and **effective** whilst also being **realistic, appropriate and flexible**. To ensure this we are committed to an ongoing participatory approach – co-developing FAIR Food, built on the perspectives and thinking of the SFP programme team and local food partnerships in different places across the UK.

FAIR Food makes a distinction between:

The SFP Network – establishing a structured framework providing guidance, tools and support for food partnerships to improve representation and justice in their work. The following sections on **Focus** and **Structure** relate to the **SFP Network** and the work of local SFP food partnerships.

The SFP Programme – agreeing actions, to be delivered by the core SFP Programme partners, to facilitate and support local food partnerships. The key **SFP Programme actions** that have been identified so far are included in the final section of this framework.

Focus

Experience from local food partnerships across the UK has consistently identified **4 key marginalised and under-represented communities and groups** (identified and emphasised by a significant number of participants in the Strategy Co-development Listening Sessions).

The 4 key groups/communities are the **core focus of FAIR Food**:

1. Racially minoritised communities

- Any work on DEI / Representation and Justice must begin with active anti-racism
- SFP has adopted this ethos through REDI for Change, the development of the Anti-racism Strategy and embedding anti-racism in our programme
- The overarching representation and justice strategy must include and strengthen REDI for Change as a distinct focus and avoid broadening it to encompass other protected characteristics – this could risk diluting the focus on anti-racism

2. Young people

- SFP recognises that young people – defined here as aged between 14 and 25 years of age – are under-represented, their perspectives not heard and that food partnership structures and processes are often not accessible to young people
- This requires a dedicated and committed approach often beyond the capacity of food partnerships, so collaboration with other existing organisations is important
- A **Listening Session for Young People** demonstrates how a facilitated, participatory UK-wide panel/forum could help explore specific issues and barriers experienced by other under-represented groups and communities (see **Annex 2**)

3. People from low-income households

- Food partnerships engage with organisations supporting people who are food insecure, experience financial hardship and face barriers to food access
- Engaging with such groups is extremely important and their voices and lived experience should be heard and incorporated into local food strategy development
- The focus should be on collaboration with representative organisations and, where necessary, convening focus groups for those with lived experience of food insecurity

4. Farmers and food producers – including fisheries

- These groups are often under-represented and marginalised in local food partnerships for different reasons
- Engagement with farmers is notoriously challenging due to e.g. time constraints, location and competing priorities
- Their representation often depends on personal connections that can be built upon and collaboration with existing representative bodies and organisations

This corroborates findings from the **2025 SFP Survey** highlighting a lack of age diversity, ethnic diversity, and experience of financial hardship in SFP partnership steering groups.

SFP will establish, resource and facilitate **4 Expert Panels**, representing the 4 key communities/groups and working at a national level. These panels will comprise expert voices, organisations and campaign groups from across the UK who can be the ‘critical friends’ of SFP, guiding and holding us to account in our work on representation and justice. This is explained in **Annex 3 – Expert Panels**.

Local food partnerships also identified other specific groups and communities who they considered under-represented in their work for different reasons (these were identified by a small number of participants in the Co-development Listening Sessions):

- People with a **physical disability** requiring action to improve accessibility
- The **LGBTQ+** communities
- **Migrant** communities
- **Older people**
- People experiencing **ill-health**
- Small and medium-sized (SME) **food businesses**

Under-represented groups and communities face a range of different obstacles to engagement with and involvement in the work of local food partnerships and these will differ from place to place. Fundamental to addressing their marginalisation and under-representation are **2 core approaches**:

Explore and identify organisations or networks that already engage with and represent the perspective of these groups

Work with these partners/critical friends to develop the best approach for representing their perspective in food partnerships

In certain circumstances and particular local contexts, we acknowledge that efforts to address under-representation and marginalisation may also include the following groups and communities (these were identified by only 1 or 2 participants in the Co-development Listening Sessions):

- Single mothers
- Carers
- Chefs
- The time-poor
- The digitally excluded
- People with limited education
- Non-English speakers
- People who are socially isolated
- Men
- People whose religious beliefs preclude engagement with programmes funded by the proceeds of gambling (e.g. the National Lottery)

Structure

FAIR Food is informed by, reflects and builds on the work we have already done on anti-racism.

Consequently, the framework adopts the same thematic structure as the REDI approach with a clear focus on **3 themes**:

- A. Culture** **Embed an organisational culture of understanding, continuous learning and accountability on representation and justice**

- B. Practice** **Establish practical approaches to the way we work that result in improved representation and justice**

- C. People** **Demonstrate a commitment to improved representation and justice through the people who participate in our work**

- The intention is that this structure and the topics under each theme provide the framework for local food partnerships to take action on representation and justice.
- The structure and framework are purposefully non-prescriptive, allowing each local food partnership to explore how they respond to and take action on the topics according to their context, capacity and resources.
- Following the launch of FAIR Food the SFP Programme Team along with the Co-development Working Group, supported and guided by Expert Panels, will explore how the framework and this structure can be used by local food partnerships to develop their own local FAIR Food Action Plans (using a **FAIR Food Action Planner**).
- It is also expected that the **PRINCIPLES** and specific **FOCUS** that have emerged from the Listening Sessions and Co-development Workshops will help to shape and frame local strategies.
- This will be backed up by additional SFP Programme actions including: network-wide **training**, development of a **code of practice**, a new Representation and Justice dimension to the **SFP awards** and **SFP membership criteria**, and a **communications campaign** (see **SFP Programme Actions**, below).

A. Culture

Embed an organisational culture of understanding, continuous learning and accountability on representation and justice

Trust	Build a working environment that encourages open and honest discussion – a patiently-built atmosphere of trust and safety
Listen	<p>Avoid making assumptions about people and communities with different experience to yours – ask for their perspective and opinion</p> <p>Establish a listening culture in your partnership/organisation so that different voices are welcomed and heard</p>
Dignity	Food aid and other food-related support for individuals and communities should avoid stigma and treat people with dignity – including the way language is used
Impact	Ensure that there is a genuine organisational commitment to change – that the strategy and actions have a positive impact on those who are most under-represented
Principles	Co-develop a clear set of principles around representation and justice and use them to co-develop and communicate a code of conduct (ways of behaving) for your organisation and for those organisations and groups you collaborate with
Policies	Develop a statement of commitment and strong organisational DEI policies, processes and strategies
Safeguards	Ensure that there is a clear safeguarding protocol that includes discriminatory behaviour and racism and sets out a clear complaints' procedure

B. Practice

Establish practical approaches to the way we work that result in improved representation and justice

Co-production	<p>Include diverse voices and group perspectives throughout initiatives and projects from initial planning, through implementation, and monitoring and evaluation</p> <p>Recognise expertise and experience in organisations, projects, communities and groups connected to food partnerships</p>
Collaboration	<p>Don't reinvent the wheel – explore and engage with existing groups/organisations that represent marginalised and under-represented groups and communities</p> <p>Identify 'critical friends' to advise and contribute to the strategic thinking and delivery of local food partnership activities</p>
Opportunity	<p>Create and promote opportunities for engagement with local food partnerships, with a particular focus on under-represented communities and groups – people need to know the ways in which they can get involved</p>
Accessibility	<p>Ensure that engagement and participation in food partnership activities, processes and decision-making should be accessible to all – no-one should face barriers to participation based on disability or other protected characteristics.</p>
Presentation	<p>Ensure that food partnerships present and demonstrate the diversity they encompass through their websites, communications and social media</p>
Elevation	<p>Elevate and amplify the voices of marginalised groups rather than speaking for them, on their behalf.</p>
Language	<p>Avoid using discriminatory language or activist-focused framing of this work.</p>

C. People

Demonstrate a commitment to improved representation and justice through the people who participate in our work

Diversity	Develop recruitment and employment processes that encourage and promote diversity in the partnership and its partner organisations Support and promote diversity and representation in partner organisations and collaborators
Representation	Ensure that your organisation genuinely represents your place – identifying and addressing any barriers to engagement for under-represented communities and groups
Participation	Encourage, promote and support the participation of under-represented and marginalised groups and communities ensuring that the relationship is genuine, ongoing, responsive and not extractive
Experience	Convene groups with lived experience of under-representation and injustice , particularly if such groups don't already exist
Recognition	Value and acknowledge the expertise, energy and time given by people by paying appropriate expenses, fees and salaries
Leadership	Strive for, recruit and ensure diversity in the leadership of food partnerships and organisations
Celebration	Celebrate the positive value of diverse food cultures, food systems and food in diverse communities

SFP Programme actions

Actions to be delivered by the core SFP Programme partners – The Soil Association, Sustain, Food Matters, Food Sense Wales, Nourish Scotland – to facilitate and support local food partnerships.

1. Position REDI for Change under an overarching FAIR food ethos

Avoid broadening REDI for Change to encompass other protected characteristics as this would risk diluting the important focus on anti-racism

2. Co-develop a clear set of Principles on Representation & Justice

Clearly state what SFP collectively believes in regarding Representation & Justice

3. Recruit Expert Panels for the 4 key under-represented groups: racially minoritised people, young people, people from low-income households, farmers/food producers

Explore potential for the Anti-racism Working Group to act as the Panel for racially minoritised people, and participants in the Listening Session for Young People to do the same for Young People. Research and explore participants in the remaining 2 Expert Panels.

4. Sense-check & Launch FAIR food

Share and sense-check FAIR Food with the SFP members in an on-line Strategy Launch.

5. Co-develop a clear Code of Practice on Representation & Justice

Establish a Code of Practice, based on the **Principles** that the SFP Programme and local Food Partnerships and their partners are expected to abide by

6. Co-develop a new FAIR Food dimension to the awards framework – a FAIR food STAR

Reward best practice in Representation and Justice (incorporating Anti-racism and DEI) with an additional bronze, silver or gold **FAIR food STAR**

Build pride in this dimension of food partnership activity – a tangible achievement to aim for, champion, and be proud of

7. Co-develop a new FAIR food Action Planning Tool

Work with the SFP Programme R&J Team and the R&J Working Group to use FAIR Food as the basis for a Tool to help local food partnerships develop their own FAIR Food Action Plans

8. Weave Representation and Justice throughout SFP's approach:

- SFP **Membership** criteria
- The SFP **Awards** framework (see above)
- SFP **resources** in the SFP Partnership **Toolkit**
- Across all SFP's **6 key issues**
- In SFP **Health Checks/Sustainability Checks**

9. SFP FAIR food Communications campaign

Develop and deliver a distinct Communications Campaign raising awareness and promoting action to deliver FAIR Food

10. SFP Representation and Justice campaign theme

Consider an SFP/Sustain campaign focused on Food, Representation & Justice

11. Build awareness and capacity by offering a range of training pathways

Identify, develop, seek funding for and deliver a range of training pathways responding to different needs and capacities of local food partnerships

12. Model and share best practice

Share good practice from the SFP Network and model best practice by centering Representation & Justice in SFP Programme partners' own culture, practice and people

13. Build alliances and collaborative partnerships

Acknowledge the need to collaborate with other groups, organisations and networks with more specific expertise and experience in DEI/Anti-racism work

Annex 1 – Co-development process

FAIR Food has been co-developed by local food partnerships and the SFP programme team through a series of **Listening Sessions** around the UK, participatory **Co-development Workshops** and meetings of the **SFP Team R&J Working Group**.

The outputs from the Listening Sessions have been distilled into this document with specific sections co-developed by participants in the participatory workshops.

Listening Sessions – spring/summer of 2025

- Cardiff – 1st May
- Leeds – 7th May
- London – 12th May
- On-line, UK-wide – 22nd May
- Belfast – 14th May
- Derry & Strabane – 24th June
- On-line, young people UK-wide – 16th July
- On-line, Scotland – 31st July

Facilitated participatory workshops – with **local food partnership co-ordinators and expert partners** associated with partnerships from around the UK – structured around consideration and discussion of 3 key questions:

- 1. Why is Representation and Justice important in our food work?*
- 2. What does good Representation and Justice look and feel like?*
- 3. Which groups/communities are under-represented or unfairly treated?*

Co-development Workshops – late summer 2025

- On-line, UK-wide – 7th August
- On-line, UK-wide – 14th August

On-line participatory workshop sessions – with a **working group recruited from the Listening Sessions** – verifying and confirming outputs from the Listening Sessions and fleshing out the framework with experience viewed through a local food partnership lens.

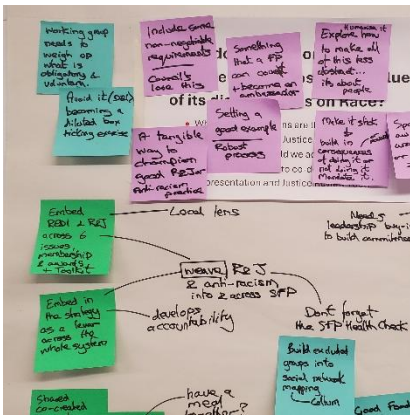
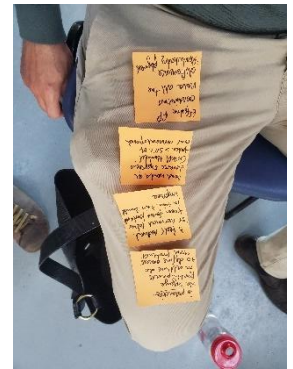
SFP Team meetings – spring/summer of 2025

- Meeting 1 – Feb. 5th
 - Meeting 2 – Feb. 26th
 - Meeting 3 – June 5th
 - Meeting 4 – Aug. 6th
- On-line meetings – with **representatives of the 6 SFP programme partners** – to consider and agree the co-development process, discuss outputs from the co-development sessions, and shape the strategic framework.

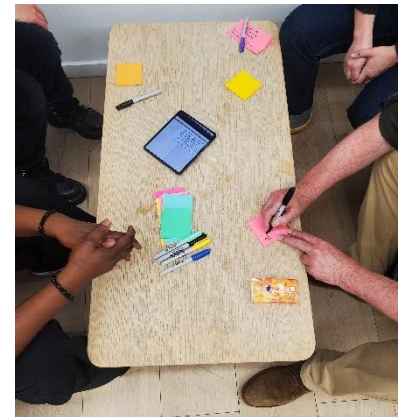
Images from the Listening Sessions in Cardiff, Leeds, London and online



Participants from Welsh Food Partnerships on a warm spring day in Cardiff – 1st May 2025

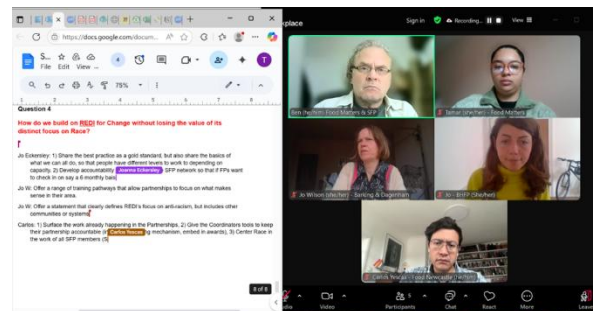


Participants at the London session at Sustain's offices – 12th May 2025



Participants at the Leeds session – 7th May 2025

...and a screengrab of some of the participants using the Google doc during the online session – 22nd May 2025



Annex 2 – Listening Session for Young People

The UK-wide Listening Sessions identified Young People as an important, under-represented and marginalised group. FAIR Food includes actions to explore how the voices of young people can be heard, acted upon and their participation can be increased.

These findings echo recommendations and actions included in the **Barnardo's** and **The Co-op Group** Report: **Deeper roots, stronger futures: Unlocking the Potential of Food Partnerships with Young People, July 2025**. Research for the report included delivering 6 focus groups with young people aged 10-18, who are involved in Barnardo's and Co-op's services across the UK, and the establishment of a **Youth Advisory Group** made up of 13 young people aged 16-25 years old.

The **Food Foundation** also established a **Young Food Ambassadors** panel as part of their **Children's Right2Food** nationwide food access campaign

The formation of these groups created momentum and an opportunity to hear the perspective of a group of young people from around the UK and to involve them in shaping FAIR Food. To achieve this Food Matters delivered an on-line participatory workshop on 16th July 2025, attended by 15 participants within the 16 to 25-year-old age group (our working definition of Young People), recruited from both groups described above.

The Listening Session was structured around 4 key questions:

1. *What does 'good food' mean to you?*
2. *A sustainable food future where you live... What does this look and feel like?*
3. *How much say do you & other young people have in how this can be achieved?*
4. *What is the best way for you to be included and for your point of view to feed into the process?*

The session was a mix of facilitated whole group discussion, small group discussion in breakout rooms and the use of a Google doc., and Mentimeter survey to gauge everyone's opinion and document their responses, thinking and discussion.

Key outputs:

- Participants demonstrated a well-developed understanding of the concept of 'Sustainable food'.
- They also recognised and agreed that young people are under-represented in food system discussion and action, both locally and nationally.
- There was clearly an appetite for the voices of Young People to be heard and for young people to have much greater agency in change towards a sustainable food future, both locally and nationally.

Actions:

- Explore and identify ways in which young people can actively connect with Food Partnerships in their local area.
- Ensure that local opportunities for young people to participate are developed and well-promoted.
- Maintain active networks and connections with this national Young People's Panel so that this work continues and the voice of young people is heard and acted upon at the national level.

The Listening Session with Young People demonstrates an approach to improved representation and inclusion that could be applied to other under-represented groups and communities. The approach acknowledges that not all local food partnerships will have the capacity, resources and connections locally to address under-representation of specific groups. In these situations, an expert panel, at either a regional or national level, could help develop a set of principles, approaches and a better understanding of the perspectives and needs of these groups and communities.

A Young People Expert Panel – either at a regional or national level – is a first step towards building a culture of listening & trust with this under-represented group. The panel, working at a national level, can help to explore imaginative approaches to engagement with young people: going to schools, gyms, youth clubs, etc. and ties into principles of co-production and collaboration at a local level.

Annex 3 – Expert panels

SFP needs to listen to and be guided by representatives of the 4 key marginalised and under-represented communities identified by local food partnerships. To achieve this we intend to establish, resource and facilitate **4 Expert Panels**, representing the 4 key communities and working at a national level. These panels will comprise expert voices, organisations and campaign groups from across the UK who can be the ‘critical friends’ of SFP, guiding and holding us to account in our work on Representation and Justice.

Proposal:

1. Racially minoritised communities

FAIR Food recognises SFP’s work on Anti-racism that preceded and acted as a foundation for our focus on wider Representation and Justice. This work developed the **REDI for Change** ethos and **REDI Review Tool**, the **Anti-racism Strategy** and established the **Anti-racism Accountability Group**.

Proposal: the **Anti-racism Accountability Group** act as the SFP Expert Panel for Racially Minoritised Communities. This can happen following the launch of the Strategy.

2. Young People

Co-development of FAIR Food included a Listening Session with young people recruited from the **Youth Advisory Group** (participants in Barnardo’s and The Co-op Group’s ‘Deeper roots, stronger futures’ project) and the **Young Food Ambassadors** (set up by the Food Foundation as part of their Children’s Right2Food campaign). The SFP Young People session participants expressed an interest in continued involvement informing SFP’s work aimed at better representation of young people.

Proposal: the **Listening Group for Young People** act as the SFP Expert Panel for Young People. This can happen following the launch of the Strategy.

3. People from low-income households

Whilst most local food partnerships engage with and support people experiencing food insecurity and financial exclusion, we have yet to establish a strategic, programme-level association or collaboration with an alliance of organisations working and representing people with this lived experience.

Proposal: SFP establish a new group of ‘critical friend’ organisations who can guide our approach to increasing the representation of people with lived experience of food poverty and financial insecurity. This can happen in 2026/7 and could include:

- Feeding Britain
- The Trussell Trust
- Others to be researched

4. Farmers and food producers (including fisheries)

Similarly, many food partnerships have connections with farmers and small-scale food enterprises locally, often based on personal connections with food partnership members and specific local initiatives. It is important that SFP explore ways in which the representation of food producers is improved and made more meaningful and that our work at a strategic level includes the voice of these important groups.

Proposal: SFP establish a new group of ‘critical friend’ organisations who can guide our approach to increasing the representation of farmers and food businesses in our work. This can happen in 2026/7 and could include:

- Real Farming Trust
- Land Workers Alliance
- Others to be researched

Whilst the core focus is on these **4 key groups/communities** SFP also needs to acknowledge other under-represented groups identified by local food partnerships. Where appropriate and relevant, SFP should explore ways to support local food partnerships in establishing their own local panels to support engagement and participation in their food partnerships. These groups are:

- People with a **physical disability**
- The **LGBTQ+** communities
- **Migrant** communities
- **Older people**
- People experiencing **ill-health**

Expectation:

Details for convening, organising and facilitating the Expert Panels will be discussed at introductory planning sessions for each panel. The expectation is that the panels would probably meet on-line, every 6 months through 2026 and 2027 (the remaining two years of SFP’s current programme funding).

The sessions are likely to take the form of participatory workshops focused on developing guidance for local food partnerships and for overarching SFP strategies to address under-representation and injustice.

Annex 4 – Some working definitions

Diversity

The presence of differences within a given setting, including race, gender, age, sexual orientation, disability, and other attributes. Diversity is a quantitative measure of representation. (Eating Better)

Diversity is defined broadly to include various elements of human difference, including gender, race and ethnicity, faith, sexual orientation, disability, wealth and class. Nuanced definitions of diversity also recognise the intersectional nature of identity and the complex and cumulative ways in which different forms of discrimination (based upon these attributes) combine, overlap, and intersect. (Association of Charitable Foundations)

Equity

Provides resources and opportunities tailored to individuals' specific needs to achieve fair outcomes. It acknowledges that different people have different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome. (Eating Better)

Equity involves the promotion of justice and equality of opportunity and outcomes within the procedures, processes, and distribution of resources by institutions or systems. Tackling inequity requires an understanding of the underlying or root causes of disparities, both at the point of access, and in terms of outcomes, within our society. (ACF)

Inclusion

Creates an environment where diverse individuals feel welcomed, respected, and valued, ensuring they can fully participate and contribute. (Eating Better)

Inclusion refers to the degree to which diverse individuals are able to participate fully in all aspects of activity, including decision-making. While a truly 'inclusive' group is necessarily diverse, a 'diverse' group may or may not be 'inclusive'. (ACF)

Justice

Justice envisions a society where individuals of all backgrounds equitably possess dignity, resources, power, and agency to flourish to their fullest potential.

Food justice is a social movement and a set of principles which applies a structural and holistic perspective on the food system that considers access to healthy, nutritious, and culturally appropriate foods a human right. (Eating Better)

Co-production

Co-production is a process in which an organisation or individual collaborates with people who have relevant lived experience throughout the work, from the start to the finish, and equal relationships with them are formed and sustained. (Disability Rights UK)