

# SPREAD EAGLE

**AT THE SPREAD EAGLE WE ARE COMMITTED TO DISMANTLING PREJUDICE BOTH WITHIN OURSELVES AND OUR COMMUNITY AND REJECT ALL FORMS OF OPPRESSION. WE BELIEVE THAT LIVING A VEGAN LIFESTYLE MEANS PLACING KINDNESS AND RESPECT FOR ALL AT THE CENTRE OF WHAT WE DO, AND OUR PUB IS A PHYSICAL EMBODIMENT OF THAT BELIEF: EVERYONE IS WELCOME, WITHOUT EXCEPTION.**

**THE SPREAD EAGLE IS A SPACE WHICH CELEBRATES PEOPLE FROM ALL WALKS OF LIFE, REGARDLESS OF RACE, GENDER, ABILITY OR SEXUALITY. WE WELCOME EVERYONE INTO OUR PUB WITH THE SAME WARMTH AND GENEROSITY OF SPIRIT AS WE WOULD OUR REGULARS, AND WE HAVE A ZERO TOLERANCE POLICY ON ANY DISCRIMINATORY BEHAVIOUR OR DISCOURSE FOR BOTH OUR TEAM AND OUR CUSTOMERS.**

**THROUGH OUR SOCIAL MEDIA PLATFORM AND VOICE WITHIN THE VEGAN AND HOSPITALITY COMMUNITIES, WE WILL CONTINUE TO SPEAK OUT AGAINST ALL FORMS OF DISCRIMINATION, AND ENGAGE IN MEANINGFUL DIALOGUE WITH A DIVERSE RANGE OF PEOPLE, ORGANISATIONS AND CHARITIES WHOSE BELIEFS ALIGN WITH OUR OWN. SINCE LAUNCHING WE HAVE FUNDRAISED FOR WIRES AND COOL EARTH CHARITIES, WE ARE NOW MAKING A FRESH COMMITMENT TO WORKING WITH CHARITIES WHICH ALSO SUPPORT OUR LOCAL COMMUNITY WHO HAVE BEEN SO WELCOMING TO US SINCE DAY ONE.**

**WHILST WE ARE PROUD THAT THE SPREAD EAGLE IS AN INCLUSIVE PLACE TO WORK AND WE EMPLOY OVER 70% OF WOMEN WITHIN OUR TEAM, INCLUDING HALF OF OUR FOUNDING DIRECTORS, WE ARE COMMITTED TO DIVERSIFYING OUR STAFF AS THE BUSINESS CONTINUES TO GROW. WE ARE WORKING WITH CONSULTANTS TO SEE HOW BEST WE CAN ENGAGE WITH, AND RECRUIT FROM, OUR LOCAL POPULATION. WE WANT TO MAKE SURE THAT OUR TEAM REFLECTS NOT ONLY OUR OWN VALUES, BUT THE REALITY OF OUR LOCAL NEIGHBOURHOOD- AS ONE OF THE OLDEST PUBS ON THE EAST END, WE RECOGNISE THAT WE NEED TO DO BETTER IN THIS RESPECT.**

**FINALLY, WE FULLY COMMIT OURSELVES TO OUR OWN CONTINUED EDUCATION, BOTH AS A BUSINESS AND AS INDIVIDUALS, SO WE CAN BE BETTER ALLIES TO ALL MARGINALISED GROUPS- WE RECOGNISE THAT BEING ABLE TO TAKE TIME TO LEARN AND BETTER OURSELVES IS IN ITSELF A POSITION OF PRIVILEGE. WE WANT TO KEEP THE DIALOGUE AROUND DIVERSITY AND INCLUSIVITY OPEN AS MEDIA ATTENTION AROUND THE TOPIC SLOWS, AND WILL BE ACTIVELY SEEKING OPPORTUNITIES TO ENGAGE IN CONVERSATIONS, SUPPORT CAUSES AND HOST EVENTS WHICH HAVE THESE ISSUES AT THEIR HEART. WE HOLD OURSELVES ACCOUNTABLE TO THIS COMMITMENT AND WILL KEEP OUR CUSTOMERS INFORMED OF OUR PROGRESS.**