



JSENSE EQUALITY, DIVERSION AND INCLUSION POLICY

First Written: March 2022	Last Reviewed: August 2023	Next Inspection: September 2024 Next Review: September 2025
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JSENSE helpline is an independent and totally impartial and unbiased service.

JSENSE

Equality & Diversity Policy

1. Our aim

1.1 In carrying out its functions as a small community group, *JSENSE* is committed to promoting equality of opportunity for all. We are committed to ensure that no individual is discriminated against in the planning and delivery of any of our activities.

1.2 We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

2. About our policy

2.1 This policy is intended to demonstrate *JSENSE*'s commitment to eliminating discrimination and encouraging and valuing diversity among staff, volunteers, partners, suppliers, users of our services and Trustees.

2.2 We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

2.3 We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation

As we believe women, people from minority ethnic communities, people from faith communities, LGBT people, disabled people, asylum seekers and refugees as a group with 'protected characteristics' suffer discrimination in many areas of society, our group membership is open only to individuals who are women, people from minority ethnic communities, people from faith communities, LGBT people, disabled people, asylum seekers and refugees (Equality Act 2010, Schedule 3, Part 7). This does not mean that all of our community interactions as a group will exclude men, non-disabled people, people of other religions or no religion.

3. Our responsibilities

3.1 *JSENSE* understands that for equality to be achieved this policy needs to be made understandable to, and embraced by management committee members, volunteers, general membership and partner organisations.

3.2 The policy is fully supported, welcomed and agreed by our Management Committee.

3.3 All management committee members, volunteers, general membership and partner organisations have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

3.4 Overall responsibility for the implementation of this policy lies with *JSENSE*'s management committee.

4. Our commitments

4.1 JSENSE recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do.

4.2 We will seek to create an environment in which diversity and the contributions of all management committee members, volunteers, general membership and partner organisations are recognised and valued in all that we do. In this way we hope to provide an example of good equality practice and promote community cohesion for people in Salford.

4.3 In introducing this policy we recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. We will therefore support people to develop equalities awareness and understanding.

4.4 To ensure that we are meeting the aims and the spirit of this policy we will:

- a) Discuss and review how well we are implementing this policy, and develop an action plan where necessary
- b) Assess any significant new or revised policies for their impact on equality
- c) Embed equality and diversity into our development plans and activities
- d) Ensure our activities and membership recruitment strategy are consistent with the aims of this policy.

5. Working with partner groups and individuals

It is important to us that any group and individual working in partnership with JSENSE is aware of and agree to comply with our equality and diversity policy while we work together. In addition we are committed to:

- using accessible venues for events and meetings
- using plain English, and offering accessible communications, for example, emails, letters, reports and publicity materials as far as it is within our means to do so.

6. Review and Action

6.1 We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice.

6.2 A review of our Equality and Diversity Policy will be carried out on a (period specified) basis as a minimum and any necessary actions taken.

AGREED BY JSENSE's MANAGEMENT COMMITTEE

