

EQUALITY, INCLUSIVITY AND DIVERSITY POLICY

ACTIVITEA CIC (T/A Art Ninja HQ and Ninja-Swim) Company Number 11644690. Director: (Jacqueline) Mia Monroe



01/01/2021

ActiviTea CIC is committed to equality, inclusivity and diversity with all we do and everyone we are involved with. A zero tolerance approach will be upheld to eliminate unlawful discrimination.

ActiviTea CIC will ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices.

AIMS AND OBJECTIVES

The purpose of the Equality, Inclusivity and Diversity Policy is to:

- Encourage, promote and celebrate diversity in all our activities and services
- Ensure equal access to services and opportunities
- Ensure compliance with legislation on discrimination and equality including Equality Act 2010 and other relevant legislation currently in force
- Promote equal opportunities in other areas not currently covered by legislation
- Create environments free from harassment and discrimination and bullying
- Maximise the use of resources in the best interests of community members and the general public
- Confront and challenge discrimination where and whenever it arises, whether it is between colleagues, or in any other area relating to the organisation's work
- Ensure there is clear commitment from staff/volunteers to accept and implement this policy in their work for the organisation.
- Ensure, through positive action and so far as is practicable, that the organisation premises and services are accessible to all people
- To promote education on our differences to support growth in understanding and tolerance through education

We will provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs, spent criminal convictions – or any other grounds. (See protected characteristics covered by the 2010 Equality Act).

ACTIVITEA CIC IS COMMITTED TO;

- To provide education on our differences to support growth in understanding and tolerance through education and sharing of values through projects and other means
- Promoting equality of opportunity and diversity within the communities in which we work and with all our partners and workforce
- Aiming to build a workforce (including volunteers) which reflects our customer base, within the diverse communities in which we work, with the aim of having community representation
- Encouraging recruitment from groups currently under-represented
- Treating our customers, colleagues and partners fairly and with respect and kindness
- Promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this in a fair but firm manner, complying with the zero tolerance policy held.
- Recognising and valuing the differences and individual contribution that people make
- Providing support and encouragement to staff/volunteers to develop and increase their contributions to ActiviTea CIC through the enhancement of their skills and abilities
- Building in legislative requirements and best practice to all our service delivery and employee/volunteer policies and procedures and supporting these with appropriate training and guidance

RESPONSIBILITY

The Director has overall responsibility for the effective operation of this policy. However, all staff, volunteers and working partnerships also have a duty as part of their involvement with ActiviTea CIC to do everything they can to ensure that the policy works in practice.