



## **Burslem Jubilee Equality And Diversity Policy**

### **Preamble**

The Burslem Jubilee is a registered charity which supports Asylum Seekers within the local community. The project is referred to as “the charity” throughout this document.

The charity is committed to equality and valuing diversity within its volunteer services and all individuals who access the charity.

Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day activities with all our volunteers, support agencies and attendees.

The charity 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 positive, political beliefs-or any other grounds.

We will demonstrate our commitment by:

- Promoting equality of opportunity and diversity within the community in which the charity is based and with all our volunteers and the agencies which supports the charity.
- Treating our attendees, volunteers and support agencies fairly and with respect.
- Promoting an environment which is free from discrimination, bullying and harassment, and tackling behaviour which breaches this.
- Recognising and valuing the differences and individual contribution that people make.
- Provide support and encouragement to all volunteers to develop new skills and enhance existing skills/abilities which will increase their contributions to the charity.
- Continue to develop best practices through policies, procedures, guidelines and protocols.

Every volunteer who provides a service to the charity has a personal responsibility for implementing and promoting these principles in their day-to-day activities with the attendees and support agencies.

Inappropriate behaviour by anyone involved with the charity is not acceptable.

By providing all volunteers with training, awareness, policies and procedures the charity will eliminate discrimination, advance equality of opportunities and maintain excellent and effective relationships with all attendees and those agencies which supports the charity

**Terms Of Reference**

- 1.Volunteer learning and development.gov.uk.
- 2.Equality Act 2010
- 3.Public Sector Equality Duty 2016
- 4.Equality information DWP 2016
- 5.Equality objectives DWP 2016
- 6.Mindful Employer Initiative 2016

Adopted November 2019  
Review date April 2021